UNITED STATES
AIR FORCE

OCCUPATIONAL SURVEY REPORT

AVIONICS TEST STATION AND COMPONENTS
F-16/F-117/A-10/B-1B/B-2/C-17
AFSC 2A0X1B

OSSN: 2370

APRIL 2000

OCCUPATIONAL ANALYSIS PROGRAM
AIR FORCE OCCUPATIONAL MEASUREMENT SQUADRON
AIR EDUCATION and TRAINING COMMAND
1550 5TH STREET EAST
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782 TRG/TTS (826 G. AVE BLDG 843, SHEPPARD AFB TX 76311-5000)	1		1	1	

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PREFACE

This report presents the results of an Air Force Occupational Survey of the Avionics Test Station and Components F-16/F-117/A-10/B-1B/B-2/C-17 career ladder, Air Force Specialty Code (AFSC) 2A0X1B. Authority for conducting occupational surveys is contained in AFI 36-2623. Computer products used in this report are available for use by operations and training officials.

First Lieutenant Chris Gilliam developed the survey instrument. Ms. Jeanie Guesman provided computer programming support and Ms. Dolores Navarro provided administrative support. Captain William T. Michael analyzed the data and wrote the final report. This report has been reviewed and approved by Lt Col Roger W. Barnes, Chief, Airman Analysis Section, Occupational Analysis Flight, Air Force Occupational Measurement Squadron (AFOMS).

Copies of this report are distributed to Air Staff sections, major commands, and other interested training and management personnel. Additional copies are available upon request to AFOMS/OMYXI, 1550 5th Street East, Randolph Air Force Base, Texas 78150-4449, or by calling DSN 487-5543. For information on the Air Force occupational survey process or other on-going projects, visit our web site at http://www.omsq.af.mil.

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SUMMARY OF RESULTS

1. **Survey Coverage**: AFSC 2A0X1B was surveyed to validate career ladder documents and training programs. Survey results are based on responses from 479 Active Duty (AD), Air National Guard (ANG), and Air Force Reserve Command (AFRC) personnel, accounting for 54 percent of the total assigned population surveyed. All Commands were proportionally represented.

2. **Specialty Jobs**: One cluster (containing three separate jobs) and nine specialty jobs were identified, accounting for 71 percent of the survey sample. The cluster and jobs include: F-16 Avionics Cluster, C-17 Avionics Job, ANG A-10 Avionics Job, B-2/B-1B Avionics Job, B-1B Radar/EW Job, C-17 Digital Avionics Job, B-1B Digital Avionics Job, Supervisor/Management Job, Training Job, and Supply Job.

3. **Career Ladder Progression**: Career ladder progression within the 2A0X1B AFSC is typical of a maintenance career field. Three skill level personnel spend the majority of their time performing technical tasks involving avionics test stations and avionics maintenance activities. At the 5-skill level, personnel are still involved in the above activities, but start to take on supervisory and management activities. Seven-skill level personnel take on more of a supervisory/management role, but still perform technical tasks and maintenance.

4. **Training Analysis**: The strawman STS contains several entries that were not supported by survey data. The POIs also contain a number of entries that were not supported. Many tasks not referenced to the STS or POI should be reviewed by training personnel and considered for addition as a performance-coded element.

5. **Job Satisfaction**: Job satisfaction among AFSC 2A0X1B personnel is relatively low when reviewed against a comparative sample of 21 Logistic career ladders surveyed in 1998 and the previous 1996 study of this career field. There is a significant decline in reenlistment intentions between the current sample and the 1996 sample.

6. **Implications**: Survey results indicate that the present classification structure, as described in the latest specialty description, accurately portrays the jobs performed by members of this career ladder. The strawman STS and POIs contain entries that lack survey data support. Both products require review to ensure proper training.

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OCCUPATIONAL SURVEY REPORT (OSR)
AVIONICS TEST STATION AND COMPONENTS
F-16/F-117/A-10/B-1B/B-2/C-17
(AFSC 2A0X1B)

INTRODUCTION

This is an Occupational Survey Report (OSR) of the Air Force Specialty Code (AFSC) 2A0X1B, Avionics Test Station and Components F-16/F-117/A-10/B-1B/B-2/C-17 career ladder conducted by the Air Force Occupational Measurement Squadron (AFOMS). The survey was performed as part of the production cycle to maintain currency of pertinent career field training documents and included Active Duty (AD), Air National Guard (ANG), and Air Force Reserve Center (AFRC) personnel. Authority for conducting occupational surveys is contained in AFI 36-2623. Computer products used in this report are available for use by operations and training officials.

Background

As described in the AFMAN 36-2108, *Airman Classification,* 31 October 1998, *Specialty Description*, Avionics Test Station and Components personnel perform and manage avionics test station functions and activities; operate, inspect, maintain, program, and calibrate computer and manually operated avionics test equipment, associated support equipment (SE), and aircraft avionics system components.

In addition to the above, 7-skill level personnel are also responsible for analyzing performance and isolating malfunctions of avionics electronic equipment; inspecting, disassembling, repairing, reassembling, aligning, modifying, programming, calibrating, and conducting checkout of avionics equipment; and analyzing and isolating avionics test stations, consoles, and SE malfunctions.

Personnel entering the AFSC 2A0X1B career ladder must complete the 87 academic day, Electronics Principles course (L3AQR2A031B) at Lackland AFB TX. This course provides training in the knowledge and skills needed to perform the duties of maintenance personnel in this career field. Upon completion of this course students will attend the Avionics Test Station and Aircraft Component Fundamentals course (J3ATR2A011 001) at Sheppard AFB. This course lasts 19 days and provides fundamental knowledge required to perform maintenance in the Avionics Intermediate Shop (AIS). Included in this training is aircraft systems theory, common test station theory, DOD EPA Universal CFC/HFC Certification, and metrology. Initial 3-level training is completed by either attending course J3ABR2A031B 004 or 005 depending on the student's respective aircraft. Students following the F-16/A-10/F-117 track will attend J3ABR2A031B 004 and those following the B-1B/B-2/C-17 track J3ABR2A031B 005. Each

course provides students with the basic skills and knowledge to perform intermediate (I-level) maintenance in their respective aircraft's AIS. These are both AFSC awarding courses lasting 48 days for the F-16/A-10/F-117 track and 39 days for the B-1B/B-2/C-17 track. Entry into the career ladder currently requires an Armed Forces Vocational Aptitude Battery minimum score of Electronic 67, and a strength factor of J (weight lift of 60 lbs.).

SURVEY METHODOLOGY

Inventory Development

This survey instrument was developed to include the tasks performed by AFSC 2A0X1B, Avionics Test Station and Components F-16/F-117/A-10/B-1B/B-2/C-17 personnel. The data collection instrument for this occupational survey was USAF Job Inventory (JI) Occupational Survey Study Number (OSSN) 2370, dated Jan 1999. A tentative task list was prepared after reviewing pertinent career ladder publications and directives, pertinent tasks from the previous survey instrument, and data from the last OSR. The preliminary task list was refined and validated through personal interviews with 28 subject-matter experts (SMEs) at the following training location and operational installations:

BASE	UNIT VISITED
Sheppard AFB TX	365 TRS/TRR
Mountain Home AFB ID	366 CRS/ILM
Dyess AFB TX	7 CRS/LGMVV
Whiteman AFB MO	509 MXS/LGMV
Charleston AFB SC	437 CRS/LGRCA
Holloman AFB NM	49 MXS/LGMV
Barnes Municipal Airport MA	104 FW

The resulting JI contains a comprehensive listing of 1492 tasks grouped under 24 duty headings, and a background section requesting such information as grade, base, MAJCOM assigned, organizational level, aircraft avionics platform in which most time is spent, and equipment used or operated.

Survey Administration

From April 1999 through July 1999, base training offices at operational units worldwide administered the inventory to eligible AFSC 2A0X1B personnel. Job incumbents were selected from a computer-generated mailing list obtained from personnel data tapes maintained by the Air Force Personnel Center, Randolph AFB TX. Each individual who completed the inventory first completed an identification and biographical information section and then checked each task performed in his or her current job. After checking all tasks performed, each member then rated

each of these tasks on a 9-point scale, showing relative time spent on that task, as compared to all other tasks checked. The ratings ranged from 1 (very small amount time spent) through 5 (about average time spent) to 9 (very large amount time spent). To determine relative time spent for each task checked by a respondent, all of the incumbent's ratings are assumed to account for 100 percent of his or her time spent on the job and are summed. Each task rating is then divided by the total task ratings and multiplied by 100 to provide a relative percentage of time for each task. This procedure provides a basis for comparing tasks in terms of both percent members performing and average percent time spent on tasks.

Survey Sample

Personnel were selected to participate in this study so as to ensure an accurate representation across MAJCOMs and paygrades. Table 1 reflects the percentage of distribution, by MAJCOM, of assigned AFSC 2A0X1B personnel as of April 1999. The 479 respondents in the final sample represent 54 percent of the total assigned personnel. Table 2 reflects the paygrade distribution for this study.

TABLE 1

MAJCOM REPRESENTATION OF SAMPLE

MAJCOM	PERCENT OF ASSIGNED*	PERCENT OF SAMPLE
ACC	31	34
ANG	35	31
AFRES	8	10
AMC	6	8
AETC	6	6
PACAF	5	6
AFMC	6	4
USAFE	3	1

TOTAL ASSIGNED* = 883
TOTAL SURVEYED** = 803
TOTAL IN SURVEY SAMPLE = 479
PERCENT OF ASSIGNED IN SAMPLE = 54%
PERCENT OF SURVEYED IN SAMPLE = 60%

* Assigned strength as of April 1999

** Excludes personnel in PCS, student, or hospital status, or less than 6 weeks on the job

TABLE 2

PAYGRADE DISTRIBUTION OF SAMPLE

PAYGRADE	PERCENT OF ASSIGNED	PERCENT OF SAMPLE
E-1 – E-3	17	19
E-4	19	19
E-5	30	30
E-6	20	21
E-7	13	10
E-8	*	*

*less than one percent

As can be seen from Tables 1 and 2, the MAJCOM and Paygrade distributions of the survey sample are reasonably close to the percent assigned. This indicates a high probability that the survey is an accurate representation of the respective populations for the AFSC 2A0X1B career ladder.

Task Factor Administration

Job descriptions alone do not provide sufficient data for making decisions about career ladder documents or training programs. Task factor information is needed for a complete analysis of the career ladder. To obtain the needed task factor data, selected senior AFSC 2A0X1B personnel (generally E-6 or E-7 craftsmen) also completed a second diskette for either training emphasis (TE) or task difficulty (TD). These diskettes were processed separately from the JIs. This information is used in a number of different analyses discussed in more detail within the report.

Training Emphasis (TE): TE is a rating of the amount of emphasis that should be placed on tasks in entry-level training. The 52 senior NCOs who completed a TE diskette were asked to select tasks they felt require some sort of structured training for entry-level personnel and then indicate how much training emphasis these tasks should receive, from 0 (not important to train) to 9 (extremely high emphasis). Structured training is defined as training provided at resident training schools, field training detachments (FTDs), mobile training teams (MTTs), formal on-the-job-training (OJT), or any other organized training method. The interrater agreement for these 52 raters was acceptable. Personnel generally agreed on which tasks should be rated highest in training importance. The average TE rating for AFSC 2A0X1B was .79, with a standard deviation of 1.20. Any task with a final TE rating of 1.99 or greater is considered important to train.

Task Difficulty (TD): TD is an estimate of the amount of time needed to learn how to do each task satisfactorily. Sixty senior NCOs completed TD diskettes. These 60 raters were asked to rate the difficulty of each task using a 9-point scale (extremely easy to extremely difficult to learn). Inter-rater reliability was acceptable. Respondents generally agreed upon the difficulty to learn the tasks. Ratings were standardized so tasks have an average difficulty of 5.00 and a standard deviation of 1.00. Any task with a TD rating of 6.00 or above is considered to be difficult to learn.

When used in conjunction with the primary criterion of percent members performing, TE and TD ratings can provide insight into first-enlistment personnel training requirements. Such insights may suggest a need for lengthening or shortening portions of instruction supporting entry-level jobs.

SPECIALTY JOBS
(CAREER LADDER STRUCTURE)

The first step in the analysis process is to identify the structure of the career ladder in terms of the jobs performed by the respondents. The Comprehensive Occupational Data Analysis Program (CODAP) assists by creating an individual job description for each respondent based on the tasks performed and relative amount of time spent on these tasks. The CODAP automated job clustering program then compares all the individual job descriptions, locates the two descriptions with the most similar tasks and time spent ratings, and combines them to form a composite job description. In successive stages, CODAP either adds new members to this initial group, or forms new groups based on the similarity of tasks and time spent ratings.

The basic group used in the hierarchical clustering process is the ***Job***. When two or more jobs have a substantial degree of similarity, in tasks performed and time spent on tasks, they are grouped together and identified as a ***Cluster***. The structure of the career ladder is then defined in terms of jobs and clusters of jobs.

Overview of Specialty Jobs

Based on the analysis of tasks performed and the amount of time spent performing each task, one cluster and nine independent jobs were identified within the career ladder. Figure 1 illustrates the cluster and jobs performed by AFSC 2A0X1B personnel.

A listing of the cluster and jobs is provided below. The cluster is shown with its three related jobs as points A, B, and C. The stage (STG) number shown beside each title references computer-printed information; the letter "N" indicates the number of personnel in each group.

I. F-16 AVIONICS CLUSTER (STG023, N=223)

- A. F-16 AVIONICS TEST STATION MAINTENANCE JOB (STG 043, N=149)
- B. F-16 GENERAL AVIONICS JOB (STG 050, N=51)
- C. F-16 IMPROVED AVIONICS INTERMEDIATE SHOP (IAIS) (STG 054, N=19)

II. C-17 AVIONICS JOB (STG035, N=42)

III. ANG A-10 AVIONICS JOB (STG068, N=8)

IV. B-2/B-1B AVIONICS JOB (STG042, N=19)

V. B-1B RADAR/ELECTRONIC WARFARE JOB (STG036, N=39)

VI. C-17 DIGITAL AVIONICS JOB (STG038, N=6)

VII. B-1B DIGITAL AVIONICS JOB (STG048, N=31

VIII. SUPERVISOR/MANAGEMENT JOB (STG045, N=40)

IX. TRAINING JOB (STG034, N=10)

X. SUPPLY JOB (STG037, N=5)

The respondents forming this cluster and jobs account for 88 percent of the survey sample. The remaining 12 percent, for one reason or another, did not group into the cluster or one of the jobs. Examples of job titles for these personnel include CDC Writer, Training Superintendent, Evaluator, and Instructor.

AFSC 2A0X1B CAREER LADDER SPECIALTY JOBS
(N = 479)

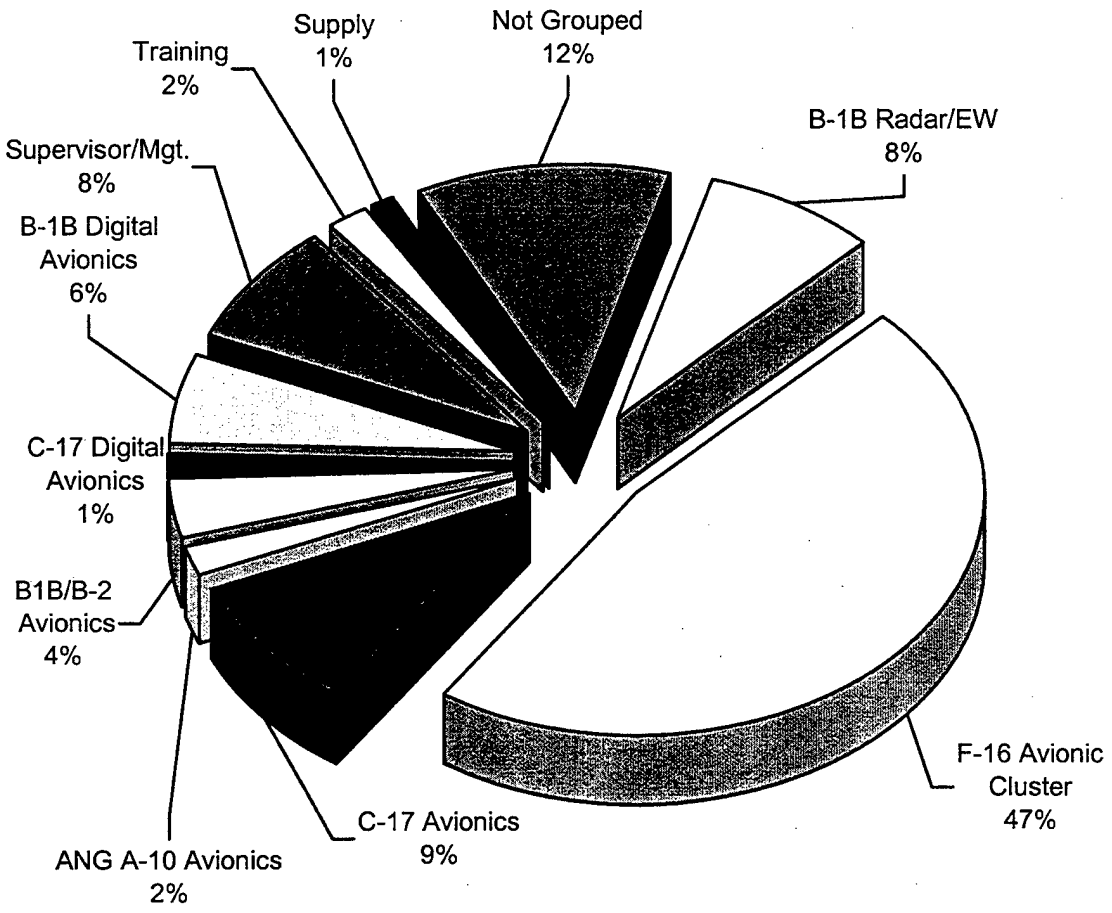

FIGURE 1

Group Descriptions

The following paragraphs contain brief descriptions of the cluster and jobs identified through the career ladder structure analysis. Table 3 presents the relative time spent on duties by members of the cluster and jobs. Selected background data for the cluster and jobs are provided in Table 4. Representative tasks for all the groups are contained in Appendix A.

I. F-16 AVIONICS CLUSTER (STG023). Members of this cluster represent the core work of the career field. Forty seven percent of career ladder personnel perform tasks in the cluster, which include the F-16 Avionics Test Station Maintenance, General Avionics, and Improved Avionics Intermediate Shop Jobs. These jobs will be discussed below. All members of the cluster indicate the F-16 as their primary airframe, and average performing 194 tasks. They are responsible for both the operation and the maintenance of the avionics test stations and components of the F-16 aircraft. These airmen spend 24 percent of their time in Duty A, Performing General Avionics Maintenance Activities, 13 percent in Duty P, Maintaining Improved Avionics Intermediate Shop (IAIS) Activities and Associated LRUs, and another 12 percent in Duty I, Maintaining Computer Inertial (CI) Test Stations and Associated LRUs. Representative tasks performed by these incumbents include:

- Clean test stations
- Confidence test RF test stations
- Confidence test IAIS test stations
- Load and verify OFP into line replaceable units (LRUs)
- Perform functional checks of LRUs issued from supply
- Operationally check interface test adapters (ITAs)
- Perform periodic inspections of test stations
- Diagnostic test IAIS test stations
- Inspect test equipment

Respondents in these jobs predominately hold the 5-skill level (63 percent). Eighteen percent are in their first enlistment. Their average Total Active Federal Military Service (TAFMS) is 7 years. Incumbents report being on AD (37 percent), in the ANG (53 percent), and in AFRC (10 percent). Ninety percent are assigned in the CONUS.

There are three jobs in the cluster. The first focuses on F-16 Avionics Test Station Maintenance. These technicians perform an average of 225 tasks dealing with confidence and diagnostic testing of test stations and operationally checking associated components. The tasks which best differentiate this job from the other two in the cluster include:

- Confidence test RF test stations
- Confidence test D/I test stations
- Confidence test P/P test stations

In the second job, incumbents focus on F-16 General Avionics. They perform an average of 156 tasks, including cleaning test stations, performing functional checks of LRUs, and performing periodic inspections of test stations. Distinguishing tasks include the following:

- Clean or lubricate shop support equipment or components
- Perform corrosion control on avionics equipment
- Bench check UHF RTs

The final job of the cluster is the F-16 Improved Avionics Intermediate Shop. Incumbents perform an average of 77 tasks, including the confidence and diagnostic testing of IAIS test stations and troubleshooting and aligning IAIS test stations. The following tasks best differentiate this job from the other two within the cluster:

- Confidence test IAIS test stations
- Diagnostic test IAIS test stations
- Troubleshoot IAIS test stations

II. C-17 AVIONICS JOB (STG035). The 42 airmen forming this job perform an average of 109 tasks. The duty areas representative of this job are A, Performing General Avionics Maintenance Activities (61 percent), F, Maintaining Manual Support Equipment and Associated LRUs (13 percent), and C, Maintaining Digital Analog Test Stations and Associated LRUs (12 percent). Eighty six percent of the members of this job indicate the C-17 as their primary aircraft, with the other 14 percent indicating the F-16. Tasks representative of these airmen are:

- Perform interface test adapter (ITA) wraparound tests
- Perform functional checks of LRUs issued from supply
- Fabricate or repair cables
- Clean shop facilities
- Pack or unpack LRUs for storage, shipment, or climatic conditions
- Operationally check interface test adapters (ITAs)
- Interpret diagrams, such as system, schematic, or fault isolation
- Inspect test equipment
- Maintain tool boxes or consolidated tool kits (CTKs)
- Perform corrosion control on avionics equipment

Of the 42 airmen in this job, 57 percent are AD, 36 percent AFRC, and 7 percent ANG. The AD personnel average 4 years in the career field and 4 years TAFMS. Thirty-three percent of the job incumbents are E-3, while E-5 and E-6 personnel each account for 24 percent. Most members of the career field are 3 and 5-skill level airmen (38 percent each), with 7-skill levels accounting for the remaining 27 percent.

III. **ANG A-10 AVIONICS JOB (STG068)**. Eight ANG airmen comprise this group of specialized maintenance personnel, who average performing 138 tasks. All members indicate the A-10 as their primary aircraft maintained. This group spends 36 percent of their time Performing General Avionics Maintenance tasks of Duty A. In addition 15 percent of their time is spent on Maintaining Manual Support Equipment and Associated LRUs of Duty F and 14 percent on Maintaining A-10 Intermediate Automatic Test Stations and Associated LRUs of Duty L. Distinctive tasks performed include:

- Confidence test IATSs
- Operationally check IMUs
- Calibrate IATSs
- Perform periodic inspections of test stations
- Operationally check control display units (CDUs)
- Perform functional checks of LRUs issued form supply
- Use MATE operating systems (MOSs)
- Adjust central air data computer (CADC) shop replaceable units (SRUs)
- Internally self-test IATSs
- Operationally check interface test adapters (ITAs)

This job is made up solely of ANG personnel. Fifty percent of the airmen are E-6s and 24 percent are E-5s. The remaining 26 percent is comprised equally of E-4s and E-7s (13 percent each). A majority of the members of this specialty job (63 percent) hold the 5-skill level and the remaining 37 percent are 7-skill level.

IV. **B-1B/B-2 AVIONICS MAINTENANCE JOB (STG042)**. Nineteen airmen, performing an average of 142 tasks, comprise this job. All of the members report having either the B-2 (58 percent) or the B-1B (42 percent) as their primary airframe. Duty A, Performing General Avionics Maintenance Activities accounts for 29 percent of their time. Maintaining B-2 Flight Avionics Consolidated Test Stations and Associated LRUs, Duty Q, accounts for another 24 percent of their time, with Duty C, Maintaining Digital Analog Video Test Stations and Associated LRUs, accounting for 15 percent of their time. Some of the typical tasks performed by these airmen include:

- Perform daily inspections of FACTS
- Perform functional checks on LRUs issued from supply
- Perform interface test adapter (ITA) wraparound tests
- Repair test stations
- Operationally check interface test adapters (ITAs)
- Clear or close out completed maintenance discrepancies
- Perform FACTS confidence tests
- Perform OA/FI tests

- Perform periodic inspections of test stations
- Inspect test equipment

This job is made up solely of AD incumbents. Personnel average 7 years in the career field and 9 years TAFMS. Forty-two, 32, and 26 percent respectively represent the three, five, and seven skill levels. Sixty-four percent of the job force is comprised of E-3s and E-6s (32 percent each). The remaining 32 percent is equally represented by E-4s and E-5s, with each accounting for 16 percent.

V. B-1B RADAR /ELECTRONIC WARFARE JOB (STG036). The thirty-nine airmen in this job perform an average of 124 tasks. All members report the B-1B as their primary airframe. The primary duty within the specialty job is Duty C, Maintaining Radar/ Electronic Warfare (R/EW) Test Stations and Associated LRUs, which accounts for 60 percent of their time. Another 22 and 10 percent of their time, respectively, is spent in Duty A, Performing General Avionics Maintenance Activities and Duty R, Performing CAMS Activities. Representative tasks include:

- Operationally check band 8 repeater RF sources
- Diagnostic test Radar/EW test stations
- Troubleshoot band 7 transmitters
- Repair band 8 transmitter drivers
- Repair band 6 transmitters
- Repair band 7 transmitters
- Troubleshoot band 6 transmitters
- Troubleshoot R/EW test stations
- Repair frequency channelizers

The majority of this job's members (87 percent) are AD airmen, with the other 13 percent in the ANG. AD personnel average 4 years TAFMS. Thirty-six percent are in E-3 and E-4 paygrades, and 18 and 8 percent are E-5 and E-6 respectively. Fifty-nine percent of the members perform as 3-skill level airmen, while 33 percent perform in the 7-skill level.

VI. C-17 DIGITAL AVIONICS JOB (STG038). These 6 airmen perform an average of 63 tasks and all report the C-17 as the primary airframe. Sixty-six percent of their time is spent in Duty C, Maintaining Digital Analog Video Test Stations and Associated LRUs, with another 16 percent being spent in Duty F, Maintaining Manual Support Equipment and Associated LRUs. Representative tasks include:

- Operationally check multifunction display (MFD) indicators
- Troubleshoot MFD indicators
- Troubleshoot digital computers
- Operationally check signal data converters
- Repair MFD indicators
- Operationally check spoiler controllers
- Troubleshoot DAV test stations
- Troubleshoot DAV video/pneumatic modules
- Troubleshoot spoiler controllers

Eighty-three percent of this group is AD, with the remaining 17 percent belonging to AFRC. The average TAFMS for AD members of this group is 4 years. Both E-3s and E-4s each make up 33 percent of the group with E-5s and E-6s accounting for 17 percent each. The majority of incumbents are 3-skill level personnel (67 percent), with 5- and 7- skill levels representing 17 percent each.

VII. <u>B-1B DIGITAL AVIONICS JOB (STG048)</u>. Thirty-one members, performing an average of 289 tasks, comprise this job. Ninety-four percent of this group indicates the B-1B as the primary airframe they maintain. Thirty-five percent of their time is spent in Duty C, Maintaining Digital Analog Video Test Stations and Associated LRUs. Another 32 percent of their time is spent on Duty B, Maintaining Digital Test Stations and Associated LRUs and 14 percent is spent on Duty A, Performing General Avionics Maintenance Activities. Tasks that best represent this job follow:

- Troubleshoot DIG test station TRUs
- Repair FCGMS intermediate devices
- Operationally check FCGMS intermediate devices
- Operationally check engine instrument signal devices
- Troubleshoot FCGMS intermediate devices
- Troubleshoot engine instrument signal conditioners
- Operationally check CITS control and display (CDD) panels
- Troubleshoot DIG test stations
- Operationally check jammer logic Bs (JLBs)
- Operationally check jammer logic As (JLAs)

Seventy-seven percent of the airmen are AD and the remaining 23 percent are ANG. The AD personnel in this job average 6 years TAFMS. The most common paygrade is E-3 (35 percent), followed by E-4 (29 percent) and E-5 (26 percent). Most airmen perform within the 5-skill level (48 percent), with 3-skill levels accounting for 42 percent and 7-skill levels 10 percent.

VIII. SUPERVISOR/MANAGEMENT JOB (STG045). The 40 members in this job perform an average of 76 tasks. Fifty-nine percent of their time is spent in Duty U, Performing Management and Supervisory Activities, with 9 percent of their time being spent on Duty R, Performing Core Automated Maintenance System Activities and 8 percent is spent on Duty V, Performing Training Activities. Tasks which best represent this job are:

- Write recommendations for awards and decorations
- Evaluate personnel for compliance with performance standards
- Write or indorse military performance standards
- Determine or establish work assignments or priorities
- Evaluate personnel for promotion, reclassification, or awards
- Inspect personnel for compliance with military standards
- Interpret policies, directives, or procedures for subordinates
- Conduct supervisory performance feedback sessions
- Counsel subordinates concerning personal matters
- Conduct general meetings

The majority of this job's members are AD (85 percent), with the other 15 percent in AFRC. This job is the most senior group of the survey sample. The AD airmen average 9 years in the career field and 16 years TAFMS. E-7 is the predominate paygrade, accounting for 48 percent of the members, while E-6 and E-5 are at 30 and 18 percent respectively. Eighty percent of the airmen are 7-skill levels, while the remaining 20 percent are 5-skill levels.

IX. TRAINING JOB (STG034). The 10 AD members of this job average performing 34 tasks and are all attached to the 365 Training Squadron, Sheppard AFB TX. The main duties performed by these airmen are included in Duty V, Performing Training Activities (56 percent) and Duty U, Performing Management and Supervisory Activities (22 percent). Tasks which best represent the job performed by these airmen are:

- Conduct formal course classroom training
- Evaluate progress of trainees
- Complete student entry, update, or withdraw forms
- Personalize lesson plans
- Develop or procure training materials or aids
- Counsel trainees on training progress
- Administer or score tests
- Maintain training records or files
- Develop written tests
- Inspect training materials or aids for operation or suitability

Members of this job average 12 years in the career field and 13 years TAFMS. This job is predominately filled with 5-skill level members (70 percent), with the rest of the airmen at the 7-skill level. The predominate paygrades are E-5 and E-6 (40 percent) each with E-4 and E-7s equally comprising the remaining 20 percent. Nine out of the ten of the members have an enlisted duty AFSC prefix of "T".

X. SUPPLY JOB (STG037). Five AD members of the survey sample form this final job. These airmen are responsible for the supply duties of the career field. They perform an average of 11 tasks, which are heavily weighted towards the General Supply and Equipment Activities of Duty X (62 percent). Duty W, General Administration and Technical Order System Activities accounts for 21 percent of their time and Mobility and Contingency Activities of Duty T account for another 15 percent. Tasks that best represent this job are:

- Inventory equipment, tools, parts, or supplies
- Issue or log turn-ins of equipment, tools, or supplies
- Pick up, deliver, or store equipment, tools, parts, or supplies
- Initiate requisitions for equipment, tools, parts, or supplies
- Identify and report equipment or supply problems
- Evaluate serviceability of equipment, tools, parts, or supplies
- Maintain Technical Order (TO) libraries
- Establish or maintain automated technical order management systems (ATOMS)
- Maintain documentation on items requiring periodic inspections or calibrations

These airmen average the second highest times in the career field and TAFMS at 9 years and 10 years, respectively. Their paygrades are indicative of the times they have spent in the service; E-5 and E-4 personnel represent all of the personnel assigned (60 percent for E-5 and 40 percent for E-4). This group is made up entirely of 5-skill levels.

Comparison to Previous Study

Table 5 lists the cluster and jobs identified in this report and compares them to the cluster and jobs of the 1996 report. The cluster and six of the nine jobs identified in the current report match to a similar cluster and jobs in the previous report. Jobs not identified in the previous study are the C-17 Avionics, C-17 Digital, and Supply. One possible reason that the C-17 related jobs were not identified in the 1996 study is that the airframe is relatively new to the Air Force's inventory.

Summary

In summary, structure analysis reveals the Avionics Tests Station and Components F-16/F-117/A-10/B-1B/B-2/C-17 to be diverse. This diversity is mainly due to the fact that there are six airframes represented within the career field, which have a number of test stations and components associated with and specific to each. The main discriminator within the technical jobs is a result of this aircraft specific equipment, which have a number of corresponding tasks associated with each component. The technical jobs do however share a high number of tasks associated with Duty A, Performing General Avionics Maintenance. Outside the technical area, there is less diversity in jobs that are not associated with a specific aircraft, such as the Training and Supply jobs. These jobs in particular have associated tasks that are generic and not airframe specific. As a result of the progression from technician to supervisor, corresponding with the transfer to 7-skill level, there is a convergence of personnel across airframes in the Supervisor/ Management Job.

TABLE 3

RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY JOBS

DUTIES		F-16 Cluster (STG023) (N=223)	C-17 Avionics Job (STG035) (N=42)	ANG A-10 Job (STG068) (N=8)	B-1B/B-2 Avionics Job (STG042) (N=19)	B-1B R/EW Job (STG036) (N=39)
A	PERFORMING GENERAL AVIONICS MAINTENANCE ACTIVITIES	24	61	36	29	22
B	MAINTAINING DIGITAL (DIG) TEST STATIONS AND ASSOC. LRUs	0	1	0	1	1
C	MAINTAINING DIGITAL ANALOG (DAV) TEST STATIONS AND ASSOC. LRUs	0	12	0	15	2
D	MAINTAINING RADAR/ELECTRONIC WARFARE (R/EW) TEST STATIONS & LRUs	0	0	0	0	60
E	MAINTAINING ANALOG/DIGITAL TEST STATIONS (ADIT II) AND ASSOC. LRUs	0	0	0	0	1
F	MAINTAINING MANUAL SUPPORT EQUIPMENT AND ASSOC. LRUs	8	13	15	1	0
G	MAINTAINING TEST BRANCH PANELS	0	2	0	0	0
H	MAINTAINING RADIO FREQUENCY (RF) TEST STATIONS AND ASSOC. LRUs	8	1	0	0	0
I	MAINTAINING COMPUTER INERTIAL (CI) TEST STATIONS AND ASSOC. LRUs	12	1	0	0	0
J	MAINTAINING DISPLAYS/INDICATORS (D/I) TEST STATIONS AND ASSOC. LRUs	8	0	0	0	0
K	MAINTAINING PROCESSOR/PNEUMATICS (P/P) TEST STATIONS & ASSOC. LRUs	8	0	0	0	0
L	MAINTAINING A-10 INTERMEDIATE AUTOMATIC TEST STATIONS (IATSS) & LRUs	0	0	14	0	0
M	MAINTAINING A-10 SUPPORT EQUIPMENT	0	0	3	0	0
N	MAINTAINING F-117 CONSOLIDATED AUTOMATIC TEST EQUIP.(CATE) & LRUs	0	0	0	0	0
O	MAINTAINING F-117 INERTIAL NAVIGATION TEST SETS AND ASSOC. LRUs	0	0	0	0	0
P	MAINTAINING IMPROVED AVIONICS INTERMEDIATE SHOP (IAIS) & ASSOC. LRUs	13	0	0	0	0
Q	MAINTAINING B-2 FLIGHT AVIONICS CONSOLIDATED TEST STATIONS & LRUs	0	0	0	24	0
R	PERFORMING CORE AUTOMATED MAINTENANCE SYSTEM (CAMS) ACTIVITIES	8	1	12	15	10
S	PERFORMING GENERAL AIRCRAFT OR CROSS UTILIZATION TRAINING (CUT)	0	0	2	0	0
T	PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	2	0	4	1	0
U	PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	3	3	4	7	1
V	PERFORMING TRAINING ACTIVITIES	2	2	4	2	1
W	PERFORMING GENERAL ADMINISTRATIVE & TECHNICAL ORDER (TO) SYSTEM	2	1	2	2	1
X	PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	2	2	4	3	1

TABLE 3 (CONTINUED)

RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY JOBS

DUTIES		C-17 Digital Job (STG038) (N=6)	B-1B Digital Job (STG048) (N=31)	Supervisor Mgt Job (STG045) (N=40)	Training Job (STG034) (N=10)	Supply Job (STG037) (N=5)
A	PERFORMING GENERAL AVIONICS MAINTENANCE ACTIVITIES	0	14	4	3	0
B	MAINTAINING DIGITAL (DIG) TEST STATIONS AND ASSOC. LRUs	0	32	0	1	0
C	MAINTAINING DIGITAL ANALOG (DAV) TEST STATIONS AND ASSOC. LRUs	66	35	1	0	0
D	MAINTAINING RADAR/ELECTRONIC WARFARE (R/EW) TEST STATIONS & LRUs	0	2	2	0	0
E	MAINTAINING ANALOG/DIGITAL TEST STATIONS (ADIT II) AND ASSOC. LRUs	0	3	1	0	0
F	MAINTAINING MANUAL SUPPORT EQUIPMENT AND ASSOC. LRUs	16	3	2	1	0
G	MAINTAINING TEST BRANCH PANELS	4	1	0	0	0
H	MAINTAINING RADIO FREQUENCY (RF) TEST STATIONS AND ASSOC. LRUs	0	0	0	1	0
I	MAINTAINING COMPUTER INERTIAL (CI) TEST STATIONS AND ASSOC. LRUs	0	0	0	0	0
J	MAINTAINING DISPLAYS/INDICATORS (D/I) TEST STATIONS AND ASSOC. LRUs	0	0	0	0	0
K	MAINTAINING PROCESSOR/PNEUMATICS (P/P) TEST STATIONS & ASSOC. LRUs	0	0	0	0	0
L	MAINTAINING A-10 INTERMEDIATE AUTOMATIC TEST STATIONS (IATSS) & LRUs	0	0	0	0	0
M	MAINTAINING A-10 SUPPORT EQUIPMENT	0	0	0	0	0
N	MAINTAINING F-117 CONSOLIDATED AUTOMATIC TEST EQUIP.(CATE) & LRUs	0	0	0	0	0
O	MAINTAINING F-117 INERTIAL NAVIGATION TEST SETS AND ASSOC. LRUs	0	0	0	0	0
P	MAINTAINING IMPROVED AVIONICS INTERMEDIATE SHOP (IAIS) & ASSOC. LRUs	0	0	1	2	0
Q	MAINTAINING B-2 FLIGHT AVIONICS CONSOLIDATED TEST STATIONS & LRUs	0	0	1	0	0
R	PERFORMING CORE AUTOMATED MAINTENANCE SYSTEM (CAMS) ACTIVITIES	2	6	9	4	2
S	PERFORMING GENERAL AIRCRAFT OR CROSS UTILIZATION TRAINING (CUT)	0	0	0	0	0
T	PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	1	0	1	0	15
U	PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	4	2	59	22	0
V	PERFORMING TRAINING ACTIVITIES	3	1	8	56	0
W	PERFORMING GENERAL ADMINISTRATIVE & TECHNICAL ORDER (TO) SYSTEM	2	0	5	5	21
X	PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	2	1	6	5	62

TABLE 4

SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

	F-16 Cluster (STG023) (N=223)	C-17 Avionics Job (STG035) (N=42)	ANG A-10 Job (STG068) (N=8)	B-1B/B-2 Avionics Job (STG042) (N=19)	B-1B R/EW Job (STG036) (N=39)
PERCENT OF SAMPLE	47	9	2	4	8
PERCENT IN CONUS	90	93	100	95	95
DAFSC DISTRIBUTION:					
2A031B	17	38	0	42	59
2A051B	63	38	62	32	33
2A071B	20	24	38	26	8
COMPONENT STATUS:					
ACTIVE DUTY	37	57	0	100	87
AIR NATIONAL GUARD	53	7	100	0	13
AIR FORCE RESERVE	10	36	0	0	0
PAYGRADE DISTRIBUTION:					
E-1 - E-3	11	35	0	32	38
E-4	18	12	13	16	36
E-5	40	24	25	16	18
E-6	22	24	50	32	8
E-7	9	5	12	4	0
E-8	0	0	0	0	0
AVERAGE TAFMS *	80	52	0	104	52
PERCENT IN FIRST ENLISTMENT (1-48 MOS TAFMS) *	18	36	0	48	59
PERCENT SUPERVISING	44	21	50	53	11
AVERAGE NUMBER OF TASKS PERFORMED	194	109	138	142	124

**Active Duty Only*

TABLE 4 (CONTINUED)

SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

	C-17 Digital Job (STG038) (N=6)	B-1B Digital Job (STG048) (N=31)	Supervisor Mgt Job (STG045) (N=40)	Training Job (STG034) (N=10)	Supply Job (STG037) (N=5)
PERCENT OF SAMPLE	1	6	8	2	1
PERCENT IN CONUS	100	94	93	100	80
DAFSC DISTRIBUTION:					
2A031B	66	42	0	0	0
2A051B	17	48	20	70	100
2A071B	17	10	80	30	0
COMPONENT STATUS:					
ACTIVE DUTY	83	77	85	100	100
AIR NATIONAL GUARD	0	23	0	0	0
AIR FORCE RESERVE	17	0	15	0	0
PAYGRADE DISTRIBUTION:					
E-1 - E-3	33	36	0	0	0
E-4	33	29	0	10	40
E-5	17	26	18	40	60
E-6	17	3	30	40	0
E-7	0	6	48	10	0
E-8	0	0	4	0	0
AVERAGE TAFMS	48	71	195	161	115
PERCENT IN FIRST ENLISTMENT (1-48 MOS TAFMS)	50	45	0	0	20
PERCENT SUPERVISING	50	29	97	10	0
AVERAGE NUMBER OF TASKS PERFORMED	63	290	76	34	11

TABLE 5

SPECIALTY JOB COMPARISON BETWEEN CURRENT AND 1996 SURVEYS

CURRENT SURVEY (N=479)	1996 SURVEY (N=741)
F-16 Cluster F-16 Test Station Maintenance Job	F-16 Avionics and Electronic Technician Cluster F-16 RF Test Station Technician Job F-16 Processor/Pneumatics Test Station Spec. Job F-16 Displays/Indicators Test Station Spec. Job F-16 Computer Inertial Test Station & Elec. Tech. Job
F-16 General Avionics Job F-16 Improved Avionics Inter. Shop Job	F-16 Manual Support Equipment Job F-16 Multi-Avionics Test Station & Elec. Tech. Job
No similar job was identified	F-117 Avionics Technicians Job
C-17 Avionics Job	*No similar job was identified*
Air National Guard A-10 Job	A-10 Avionics Technicians
B-1B/B-2 Avionics Job	B-1B Avionics Test Station Technician
B-1B Radar/EW Job	B-1B Avionics Radar/EW Test Specialist
C-17 Digital Avionics Job	*No similar job was identified*
B-1B Digital Job	B-1B Avionics DAV Test Station Technicians B-1B Avionics Digital Test Station Technicians
Supervisor/Management Job	Program Managers IJT First-Line Supervisor
Training Job	Training IJT
Supply Job	*No similar job was identified*

ANALYSIS OF DAFSC GROUPS

An analysis of DAFSC groups, in conjunction with the analysis of the career ladder structure, is an important part of each occupational survey. The DAFSC analysis identifies differences in tasks performed at the various skill levels. This information may then be used to evaluate how well career ladder documents, such as the AFMAN 36-2108 *Airman Classification,* Specialty Description and the Career Field Education and Training Plan (CFETP), reflect what career ladder personnel are actually doing in the field.

A variety of tables are included in this section to help explain the progression. Note that there are no 3-skill levels from the ANG. A generally typical pattern of progression is noted within the AFSC 2A0X1B career ladder. Airmen enter the career field performing technical tasks associated with the career field, typically in the general avionics and a variety of test station areas. As personnel gain experience and rise through skill levels, they are given more responsibility and therefore assume more supervisory and management roles. Seven-skill levels are still involved in technical and general task performance, especially in the ANG and AFRC.

Skill-Level Descriptions

ALL COMPONENTS

Analysis of the DAFSC groups among the combined AD, ANG, and AFRC personnel shows a typical progression through the career ladder, with only minor exceptions. Table 6 shows the distribution of DAFSC members through the cluster and jobs of the career field, while Table 7 shows the distribution of time spent on duties by DAFSC airmen. Table 6 shows that personnel are progressing through the career field. The 3-skill level members learn their craft and become the more experienced technicians at the 5-skill level. Five-skill levels start to take on supervisory and management roles with their growing experience. The Supervisor/Management Job has the highest percentage of 7-skill levels, since these are the most experienced technicians. Table 7 reveals that 7-skill level members are still performing a relatively high percentage of general avionics maintenance activities of Duty A. The top tasks performed by the DAFSC groups, as well as comparisons between them are presented in Tables 8-12.

DAFSC 2A031. The 114, 3-skill level members represent 24 percent of the survey sample. The group is comprised of both AD (105 members) and AFRC (9 members) personnel. Table 8 shows the top tasks performed by these respondents are entry-level technical tasks associated with general avionics maintenance. The greatest percentage (32 percent) of these airmen are working in the F-16 Cluster, however, a large number are also working in the B-1B Radar/EW Job (20 percent), and C-17 Avionics Job (14 percent). As a result of the technical performance levels of these technicians, they also have a high representation of CAMS related tasks.

DAFSC 2A051. Five-skill level members account for 51 percent of the sample with 246 respondents from all components. Table 9 shows the top tasks performed by these respondents. Like the 3-skill level group, the top tasks performed by these airmen come from the general avionics and CAMS duties. These airmen still group heavily (57 percent) into the F-16 Cluster, however, begin to gain the responsibilities of the Supervisor/Management and Training Jobs (3 percent each). Table 10, however, shows that the minor differences between the skill levels are due to experience and progression as 5-skill levels perform more supervisory and training tasks.

DAFSC 2A071. Seven-skill level members begin to show the first great shift from technician to supervisor within the career field. Twenty-five percent of the survey sample (119 airmen), perform at the 7-skill level. These airmen have significant representation in the F-16 Cluster and the Supervisor/Management Job (39 percent and 27 percent, respectively). Table 11 shows that most of the top tasks are supervisory/management- or training- related. Many of the remaining members are spread thinly throughout the remaining jobs, assuredly in NCOIC positions. Table 12 shows the greatest difference between task performance for 5- and 7-skill level members. The supervisory shift is evident in the table.

ACTIVE DUTY

AD members comprise the majority of the survey (59 percent), so the analysis is similar to the all-component analysis. Table 13 shows the distribution of AD DAFSC members through the cluster and jobs of the career field, while Table 14 shows the distribution of time spent on duties by AD DAFSC airmen. The AD analysis shows a more typical progression, however, than the all-component analysis as AD 7-skill levels are performing more as managers and supervisors, and performing significantly less general avionics maintenance (see Table 14). The top tasks performed by the DAFSC groups, as well as comparisons between them are presented in Tables 15 - 19.

DAFSC 2A031. The 3-skill level members are performing primarily entry level technical tasks similar to the all components DAFSC group. Most of the 105 members were identified in the F-16 Cluster or the B-1B Radar/EW Job (27 and 22 percent respectively), with smaller representation concentrated in the C-17 Avionics and B-1B Digital Jobs.

DAFSC 2A051. Table 13 shows that members are concentrated in the F-16 cluster and are spread out throughout the jobs containing AD members revealing their increased responsibilities along with their technical focus. Table 16 shows the top 5-skill level tasks. The table shows that these 121 airmen still perform a great number of technical tasks. Table 17 displays the tasks that differentiate between members of the 3- and 5- skill level. The table shows the additional supervisor/management and training responsibilities given to a number of 5-skill level airmen.

DAFSC 2A071. The shift from technician to supervisor/manager is also evident in Table 14 which shows the shift in time spent on duties. Management and supervisory activities account for the largest percentage of their time. The top tasks performed by the 59 AD 2A071B airmen are displayed in Table 18. Note the shift from technician at the 5-skill level to supervisor/manager at the 7-skill level. This shift is further displayed in Table 19, which shows the most differentiating tasks. Forty-four percent of the members are in the Supervisor/Management Job and those left in the technical cluster and jobs hold the greatest responsibilities.

ANG

ANG members comprise 31 percent of the survey sample and include 148 respondents in the 5- and 7-skill levels. These airmen show a similar, yet less defined career progression when compared to their AD counterparts. This is due in part to the group containing only 2 DAFSCs. Tables 20-24 are dedicated to ANG personnel. Table 20 displays the distribution of DAFSC members throughout the cluster and jobs. Table 21 represents the time spent on duties by DAFSC groups. Tables 22-24 present the top tasks performed by each skill level as well as the tasks, which differentiate these skill levels. Table 24 provides the best support for this progression, since the main differences in tasks revolve around supervisor/management and training tasks.

DAFSC 2A051B. Table 22 lists the top tasks performed by ANG DAFSC 2A051B respondents. With 111 respondents, this group accounts for a majority of the ANG sample. As junior members of the ANG, the 5-skill level members perform heavily in the technical realms of the career field. The F-16 Cluster (79 percent) contains most of these airmen. Table 21 supports the technical nature of work for these respondents. The top tasks focus on general avionics maintenance, CAMS, and the testing of a number of test stations.

DAFSC 2A071B. Table 23 presents the top 7-skill level tasks. A wide variety of tasks are displayed in the table, which represent the diverse tasking of the ANG 7-skill level. Consequently, 7-skill levels are required to perform less conventionally. Tasks which best differentiate between ANG 5- and 7- skill level members are presented in Table 24. Note the additional supervisor/management and training responsibilities held by 7-skill level members.

AFRC

AFRC members comprised the remaining 10 percent of the survey sample and included 46 respondents in the 3-, 5-, and 7-skill levels. These airmen show less of a progression through the skill levels than their AD peers, however do show a relatively high concentration of members in the Supervisor/Management Job (26 percent). Tables 25-31 are dedicated to the AFRC personnel. Table 25 shows the distribution of DAFSC members throughout the cluster and jobs. Table 26 presents the distribution of time spent by DAFSC groups. Progression appears, as it

should, with some exceptions. The top tasks performed by the DAFSC groups, as well as their differences are presented in Tables 27-31.

DAFSC 2A031B. The 3-skill level members are performing primarily technical tasks associated with a number of test stations and components as seen in Table 27. All of the members were identified in the F-16 Cluster.

DAFSC 2A051B. Table 28 shows the top AFRC 5-skill level tasks. There is a relatively high concentration of tasks associated with general avionics maintenance for this group. Table 26 shows that even though members are more focused on general avionics maintenance some are starting to take on Supervisory and Management roles. Table 29 shows exactly what the top task differences are between the two groups, which shows a more diverse range of tasks for the 5-skill level group. Table 25 shows that all the members are grouped into either the F-16 Cluster or the C-17 Avionics Job (64 and 36 percent respectively).

DAFSC 2A071B. The top tasks performed by the 23 AFRC 2A071B airmen are displayed in Table 30. Similar to, but not as pronounced as AD, the beginning of a shift from technician to supervisor occurs at the 7-skill level. AFRC 7-levels are performing significantly more general avionics maintenance activities than their AD and ANG counterparts. Table 25 shows that 44 percent of the members are still grouped into the C-17 Avionics Job relating to a certain level of technical tasks being accomplished. Table 26 shows that the general avionics focus supercedes that of supervisor/management activities, showing 7-skill levels are still active in technical maintenance. Table 31 displays the top task differences with 5-skill level members, which shows the progression to supervisor/manager.

Summary

Progression appears to follow a typical pattern. Personnel from the 3-skill level begin their career performing entry-level avionics maintenance. Their jobs require them to perform predominately technical tasks. At the 5-skill level personnel are required to perform a wider variety and more advanced technical tasks and are given more responsibility. Seven-skill level members work more heavily in a supervisory role, while still performing technically.

The main difference between the AFSC 2A0X1B AD force and personnel in the ANG and AFRC is the clearer AD progression. Five-skill level AD members are often given the responsibilities of leadership and supervision, while ANG and AFRC members generally are not. The AFRC not only shows a technical focus among all skill levels, but also show a corresponding increase in general avionics activities with skill level advancement.

TABLE 6

DISTRIBUTION OF ALL DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS
(PERCENT RESPONDING)

SPECIALTY JOBS		2A031B (N=114)	2A051B (N=246)	2A071B (N=119)
I.	F-16 Avionics Cluster	32	57	39
II.	C-17 Avionics Job	14	7	8
III.	ANG A-10 Job	0	2	3
IV.	B-1B/B-2 Avionics Job	7	2	4
V.	B-1B Radar/EW Job	20	5	3
VI.	C-17 Digital Job	4	0	1
VII.	B-1B Digital Job	11	6	3
VIII.	Supervisor/Management Job	0	3	27
IX.	Training Job	0	3	3
X.	Supply Job	0	2	0
	Not Grouped	12	13	9

TABLE 7

RELATIVE PERCENT TIME SPENT ON DUTIES BY ALL DAFSC GROUPS

DUTIES		2A031B (N=114)	2A051B (N=246)	2A071B (N=119)
A	PERFORMING GENERAL AVIONICS MAINTENANCE ACTIVITIES	26	24	19
B	MAINTAINING DIGITAL (DIG) TEST STATIONS AND ASSOC. LRUs	4	2	1
C	MAINTAINING DIGITAL ANALOG (DAV) TEST STATIONS AND ASSOC. LRUs	15	4	4
D	MAINTAINING RADAR/ELECTRONIC WARFARE (R/EW) TEST STATIONS & LRUs	13	4	2
E	MAINTAINING ANALOG/DIGITAL TEST STATIONS (ADIT II) AND ASSOC. LRUs	1	*	*
F	MAINTAINING MANUAL SUPPORT EQUIPMENT AND ASSOC. LRUs	8	7	5
G	MAINTAINING TEST BRANCH PANELS	1	*	*
H	MAINTAINING RADIO FREQUENCY (RF) TEST STATIONS AND ASSOC. LRUs	3	5	3
I	MAINTAINING COMPUTER INERTIAL (CI) TEST STATIONS AND ASSOC. LRUs	3	6	4
J	MAINTAINING DISPLAYS/INDICATORS (D/I) TEST STATIONS AND ASSOC. LRUs	3	4	3
K	MAINTAINING PROCESSOR/PNEUMATICS (P/P) TEST STATIONS & ASSOC. LRUs	3	5	4
L	MAINTAINING A-10 INTERMEDIATE AUTOMATIC TEST STATIONS (IATSS) & LRUs	*	1	*
M	MAINTAINING A-10 SUPPORT EQUIPMENT	*	*	*
N	MAINTAINING F-117 CONSOLIDATED AUTOMATIC TEST EQUIP.(CATE) & LRUs	*	2	*
O	MAINTAINING F-117 INERTIAL NAVIGATION TEST SETS AND ASSOC. LRUs	*	*	*
P	MAINTAINING IMPROVED AVIONICS INTERMEDIATE SHOP (IAIS) & ASSOC. LRUs	5	9	3
Q	MAINTAINING B-2 FLIGHT AVIONICS CONSOLIDATED TEST STATIONS & LRUs	2	1	1
R	PERFORMING CORE AUTOMATED MAINTENANCE SYSTEM (CAMS) ACTIVITIES	8	7	9
S	PERFORMING GENERAL AIRCRAFT OR CROSS UTILIZATION TRAINING (CUT)	*	*	*
T	PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	1	2	2
U	PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	*	5	23
V	PERFORMING TRAINING ACTIVITIES	*	3	7
W	PERFORMING GENERAL ADMINISTRATIVE & TECHNICAL ORDER (TO) SYSTEM	1	3	4
X	PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	1	4	3

* less than 1 percent

TABLE 8

REPRESENTATIVE TASKS PERFORMED BY ALL 2A031B PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=114)
R1301	Access core automated maintenance system (CAMS) menus and data screens	70
R1306	Clear or close out completed maintenance discrepancies in CAMS	67
A0013	Clean shop facilities	64
A0027	Inspect test equipment	63
A0015	Clean test stations	63
A0050	Perform functional checks of LRUs issued from supply	61
A0022	Fabricate or repair cables	61
R1304	Change CAMS workcenter event narratives	61
A0065	Remove or replace pins or connectors	60
A0047	Perform corrosion control on avionics equipment	59
A0054	Perform periodic inspections of test stations	59
A0051	Perform interface test adapter (ITA) wraparound tests	58
A0039	Operationally check interface test adapters (ITAs)	58
R1302	Analyze CAMS data	58
A0016	Clean or lubricate shop support equipment or components	56
A0049	Perform foreign object damage (FOD) prevention walks	54
A0028	Interpret diagrams, such as system, schematic, or fault isolation	53
A0081	Repair ITAs	52
R1308	Conduct CAMS interface with base supply systems	51
A0035	Maintain tool boxes or consolidated tool kits (CTKs)	50
A0109	Troubleshoot ITAs	49
A0048	Perform electrostatic discharge (ESD) workstation inspections	49
A0096	Repair test stations	48
A0099	Secure classified materials	44
A0046	Pack or unpack LRUs for storage, shipment, or climatic conditions	42
A0032	Load and verify OFP into line replaceable units (LRUs)	41
F0608	Bench check UHF RTs	35
C0268	Diagnostic test DAV test stations	34

* Average Number of Tasks Performed - 128

TABLE 9

REPRESENTATIVE TASKS PERFORMED BY ALL 2A051B PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=246)
R1301	Access core automated maintenance system (CAMS) menus and data screens	74
A0054	Perform periodic inspections of test stations	69
R1306	Clear or close out completed maintenance discrepancies in CAMS	68
A0027	Inspect test equipment	68
A0015	Clean test stations	68
A0065	Remove or replace pins or connectors	68
A0050	Perform functional checks of LRUs issued from supply	67
R1304	Change CAMS workcenter event narratives	67
A0028	Interpret diagrams, such as system, schematic, or fault isolation	65
A0013	Clean shop facilities	65
A0039	Operationally check interface test adapters (ITAs)	65
A0047	Perform corrosion control on avionics equipment	62
A0032	Load and verify OFP into line replaceable units (LRUs)	61
A0096	Repair test stations	60
A0035	Maintain tool boxes or consolidated tool kits (CTKs)	60
R1302	Analyze CAMS data	59
A0046	Pack or unpack LRUs for storage, shipment, or climatic conditions	59
A0051	Perform interface test adapter (ITA) wraparound tests	58
R1308	Conduct CAMS interface with base supply systems	53
X1525	Inventory equipment, tools, parts, or supplies	50
V1497	Maintain training records or files	44
X1522	Evaluate serviceability of equipment, tools, parts, or supplies	44
X1523	Identify and report equipment or supply problems	39
X1526	Issue or log turn-ins of equipment, tools, parts, or supplies	37
W1514	Maintain TO libraries	35
P1165	Confidence test IAIS test stations	33
V1495	Evaluate progress of trainees	33

* Average Number of Tasks Performed - 163

TABLE 10

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ALL DAFSCs 2A031B AND 2A051B PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		2A031B (N=114)	2A051B (N=246)	DIFFERENCE
C0268	Diagnostic test DAV test stations	34	13	22
C0267	Confidence test DAV test stations	33	12	21
C0264	Adjust digital analog video (DAV) test stations	29	11	18
C0403	Troubleshoot DAV test station SRUs	27	10	17
C0404	Troubleshoot DAV test station TRUs	27	10	17
C0265	Align DAV test stations	30	13	17
C0405	Troubleshoot DAV test stations	27	11	16
C0344	Repair DAV test station SRUs	24	9	15
V1497	Maintain training records or files	15	44	-29
V1495	Evaluate progress of trainees	4	33	-28
U1446	Determine or establish work assignments or priorities	2	29	-27
V1486	Counsel trainees on training progress	3	28	-26
X1523	Identify and report equipment or supply problems	13	39	-26
A0089	Repair photometric benches	13	39	-26
U1444	Counsel subordinates concerning personal matters	0	26	-26
X1522	Evaluate serviceability of equipment, tools, parts, or supplies	18	44	-25

TABLE 11

REPRESENTATIVE TASKS PERFORMED BY ALL 2A071B PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=119)
U1439	Conduct self-inspections or self-assessments	75
U1446	Determine or establish work assignments or priorities	71
R1301	Access core automated maintenance system (CAMS) menus and data screens	69
V1497	Maintain training records or files	66
U1467	Inspect personnel for compliance with military standards	64
U1444	Counsel subordinates concerning personal matters	63
R1306	Clear or close out completed maintenance discrepancies in CAMS	62
U1461	Evaluate personnel for compliance with performance standards	61
U1468	Interpret policies, directives, or procedures for subordinates	61
V1495	Evaluate progress of trainees	60
X1522	Evaluate serviceability of equipment, tools, parts, or supplies	60
U1442	Conduct safety inspections of equipment or facilities	58
U1452	Develop or establish work schedules	57
U1480	Write recommendations for awards or decorations	56
U1441	Conduct supervisory performance feedback sessions	56
U1451	Develop or establish work methods or procedures	56
U1462	Evaluate personnel for promotion, demotion, reclassification, or special awards	55
U1438	Conduct general meetings, such as staff meetings, briefings, conferences, or workshOperationally	55
U1463	Evaluate maintenance or utilization of equipment, tools, parts, supplies, or workspace	55
U1445	Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	54
U1479	Write or indorse military performance reports	49
U1457	Establish performance standards for subordinates	47
V1491	Develop or procure training materials or aids	27

* Average Number of Tasks Performed - 158

TABLE 12

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ALL DAFSCs 2A051B AND 2A071B PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		2A051B (N=246)	2A071B (N=119)	DIFFERENCE
U1439	Conduct self-inspections or self-assessments	27	75	-48
U1438	Conduct general meetings, such as staff meetings, briefings, conferences, or workshop	10	55	-46
U1436	Assign personnel to work areas or duty positions	12	55	-44
U1445	Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	12	54	-42
U1446	Determine or establish work assignments or priorities	29	71	-42
U1474	Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	7	49	-42
U1443	Conduct supervisory orientations for newly assigned personnel	17	56	-40
U1452	Develop or establish work schedules	17	57	-40
U1451	Develop or establish work methods or procedures	16	56	-40
U1468	Interpret policies, directives, or procedures for subordinates	21	61	-39
U1463	Evaluate maintenance or utilization of equipment, tools, parts, supplies, or workspace	18	55	-38
U1480	Write recommendations for awards or decorations	19	56	-38
U1444	Counsel subordinates concerning personal matters	26	63	-37
U1467	Inspect personnel for compliance with military standards	27	64	-37
U1462	Evaluate personnel for promotion, demotion, reclassification, or special awards	18	55	-37
U1481	Write replies to inspection reports	8	44	-36
U1460	Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) program	17	52	-35

TABLE 13

DISTRIBUTION OF AD DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS
(PERCENT RESPONDING)

SPECIALTY JOBS		2A031B (N= 105)	2A051B (N=121)	2A071B (N=59)
I.	F-16 Avionics Cluster	27	36	17
II.	C-17 Avionics Job	15	7	0
III.	ANG A-10 Job	0	0	0
IV.	B-1B/B-2 Avionics Job	8	5	9
V.	B-1B Radar/EW Job	22	7	3
VI.	C-17 Digital Job	4	1	0
VII.	B-1B Digital Job	12	7	3
VIII.	Supervisor/Management Job	0	7	44
IX.	Training Job	0	6	5
X.	Supply Job	0	4	0
	Not Grouped	12	20	19

TABLE 14

RELATIVE PERCENT TIME SPENT ON DUTIES BY AD DAFSC GROUPS

DUTIES		2A031B (N=105)	2A051B (N=121)	2A071B (N=59)
A	PERFORMING GENERAL AVIONICS MAINTENANCE ACTIVITIES	27	20	11
B	MAINTAINING DIGITAL (DIG) TEST STATIONS AND ASSOC. LRUs	5	2	2
C	MAINTAINING DIGITAL ANALOG (DAV) TEST STATIONS AND ASSOC. LRUs	17	7	3
D	MAINTAINING RADAR/ELECTRONIC WARFARE (R/EW) TEST STATIONS & LRUs	14	6	2
E	MAINTAINING ANALOG/DIGITAL TEST STATIONS (ADIT II) AND ASSOC. LRUs	1	*	*
F	MAINTAINING MANUAL SUPPORT EQUIPMENT AND ASSOC. LRUs	8	8	3
G	MAINTAINING TEST BRANCH PANELS	1	*	*
H	MAINTAINING RADIO FREQUENCY (RF) TEST STATIONS AND ASSOC. LRUs	2	1	1
I	MAINTAINING COMPUTER INERTIAL (CI) TEST STATIONS AND ASSOC. LRUs	2	2	1
J	MAINTAINING DISPLAYS/INDICATORS (D/I) TEST STATIONS AND ASSOC. LRUs	1	1	1
K	MAINTAINING PROCESSOR/PNEUMATICS (P/P) TEST STATIONS & ASSOC. LRUs	1	2	1
L	MAINTAINING A-10 INTERMEDIATE AUTOMATIC TEST STATIONS (IATSS) & LRUs	*	*	*
M	MAINTAINING A-10 SUPPORT EQUIPMENT	*	*	*
N	MAINTAINING F-117 CONSOLIDATED AUTOMATIC TEST EQUIP.(CATE) & LRUs	*	3	1
O	MAINTAINING F-117 INERTIAL NAVIGATION TEST SETS AND ASSOC. LRUs	*	*	*
P	MAINTAINING IMPROVED AVIONICS INTERMEDIATE SHOP (IAIS) & ASSOC. LRUs	5	11	2
Q	MAINTAINING B-2 FLIGHT AVIONICS CONSOLIDATED TEST STATIONS & LRUs	2	1	1
R	PERFORMING CORE AUTOMATED MAINTENANCE SYSTEM (CAMS) ACTIVITIES	9	10	11
S	PERFORMING GENERAL AIRCRAFT OR CROSS UTILIZATION TRAINING (CUT)	*	*	*
T	PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	1	4	3
U	PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	*	9	37
V	PERFORMING TRAINING ACTIVITIES	*	7	8
W	PERFORMING GENERAL ADMINISTRATIVE & TECHNICAL ORDER (TO) SYSTEM	1	3	4
X	PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	1	*	5

* less than 1 percent

TABLE 15

REPRESENTATIVE TASKS PERFORMED BY AD 2A031B PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=105)
R1301	Access core automated maintenance system (CAMS) menus and data screens	71
R1306	Clear or close out completed maintenance discrepancies in CAMS	69
A0013	Clean shop facilities	67
A0027	Inspect test equipment	65
A0015	Clean test stations	65
A0022	Fabricate or repair cables	63
A0050	Perform functional checks of LRUs issued from supply	62
R1304	Change CAMS workcenter event narratives	61
A0065	Remove or replace pins or connectors	61
A0047	Perform corrosion control on avionics equipment	60
A0054	Perform periodic inspections of test stations	60
A0051	Perform interface test adapter (ITA) wraparound tests	59
A0039	Operationally check interface test adapters (ITAs)	59
R1302	Analyze CAMS data	59
A0016	Clean or lubricate shop support equipment or components	57
A0049	Perform foreign object damage (FOD) prevention walks	54
A0028	Interpret diagrams, such as system, schematic, or fault isolation	53
A0081	Repair ITAs	52
R1308	Conduct CAMS interface with base supply systems	51
A0035	Maintain tool boxes or consolidated tool kits (CTKs)	50
A0109	Troubleshoot ITAs	50
A0048	Perform electrostatic discharge (ESD) workstation inspections	50
A0096	Repair test stations	49
A0099	Secure classified materials	44
A0046	Pack or unpack LRUs for storage, shipment, or climatic conditions	42
A0032	Load and verify OFP into line replaceable units (LRUs)	41
C0268	Diagnostic test DAV test stations	37
C0267	Confidence test DAV test stations	36

* Average Number of Tasks Performed - 124

TABLE 16

REPRESENTATIVE TASKS PERFORMED BY AD 2A051B PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=121)
R1301	Access core automated maintenance system (CAMS) menus and data screens	69
R1306	Clear or close out completed maintenance discrepancies in CAMS	67
R1304	Change CAMS workcenter event narratives	66
R1302	Analyze CAMS data	59
A0054	Perform periodic inspections of test stations	56
X1525	Inventory equipment, tools, parts, or supplies	55
A0027	Inspect test equipment	55
V1497	Maintain training records or files	54
R1308	Conduct CAMS interface with base supply systems	54
X1522	Evaluate serviceability of equipment, tools, parts, or supplies	50
U1461	Evaluate personnel for compliance with performance standards	48
U1444	Counsel subordinates concerning personal matters	46
V1495	Evaluate progress of trainees	45
X1527	Maintain documentation on items requiring periodic inspections or calibrations	45
U1467	Inspect personnel for compliance with military standards	45
U1446	Determine or establish work assignments or priorities	45
X1523	Identify and report equipment or supply problems	44
V1486	Counsel trainees on training progress	42
X1526	Issue or log turn-ins of equipment, tools, parts, or supplies	41
W1518	Review TO changes	36
X1524	Initiate requisitions for equipment, tools, parts, or supplies	35
X1529	Pick up, deliver, or store equipment, tools, parts, or supplies	34
P1165	Confidence test IAIS test stations	34
W1514	Maintain TO libraries	28
V1485	Conduct formal course classroom training	8

* Average Number of Tasks Performed - 123

TABLE 17

TASKS WHICH BEST DIFFERENTIATE BETWEEN
AD DAFSCs 2A031B AND 2A051B PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		2A031B (N=105)	2A051B (N=121)	DIFFERENCE
C0268	Diagnostic test DAV test stations	37	16	21
C0267	Confidence test DAV test stations	36	15	21
U1461	Evaluate personnel for compliance with performance standards	1	48	-47
U1444	Counsel subordinates concerning personal matters	0	46	-46
U1446	Determine or establish work assignments or priorities	1	45	-45
U1467	Inspect personnel for compliance with military standards	2	45	-44
V1495	Evaluate progress of trainees	4	45	-41
U1441	Conduct supervisory performance feedback sessions	0	40	-40
V1486	Counsel trainees on training progress	2	42	-40
V1497	Maintain training records or files	14	54	-39

TABLE 18

REPRESENTATIVE TASKS PERFORMED BY AD 2A071B PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=59)
U1439	Conduct self-inspections or self-assessments	90
U1446	Determine or establish work assignments or priorities	81
U1467	Inspect personnel for compliance with military standards	78
U1441	Conduct supervisory performance feedback sessions	78
U1444	Counsel subordinates concerning personal matters	78
U1479	Write or indorse military performance reports	76
U1480	Write recommendations for awards or decorations	76
U1461	Evaluate personnel for compliance with performance standards	76
U1438	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	73
U1468	Interpret policies, directives, or procedures for subordinates	71
U1457	Establish performance standards for subordinates	71
U1462	Evaluate personnel for promotion, demotion, reclassification, or special awards	69
U1452	Develop or establish work schedules	68
U1460	Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) program	68
U1442	Conduct safety inspections of equipment or facilities	68
U1445	Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	66
U1451	Develop or establish work methods or procedures	66
U1436	Assign personnel to work areas or duty positions	66
U1463	Evaluate maintenance or utilization of equipment, tools, parts, supplies, or workspace	64
U1464	Implement safety or security programs	63
R1301	Access core automated maintenance system (CAMS) menus and data screens	59
X1523	Identify and report equipment or supply problems	58
V1487	Determine training requirements	53
V1491	Develop or procure training materials or aids	20

* Average Number of Tasks Performed - 109

TABLE 19

TASKS WHICH BEST DIFFERENTIATE BETWEEN
AD DAFSCs 2A051B AND 2A071B PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		2A051B (N=121)	2A071B (N=59)	DIFFERENCE
A0016	Clean or lubricate shop support equipment or components	48	24	24
A0015	Clean test stations	54	31	23
A0054	Perform periodic inspections of test stations	56	34	22
F0590	Bench check IFF RTs	31	8	22
A0011	Clean optical surfaces or contacts	39	17	22
P1165	Confidence test IAIS test stations	34	14	20
F0603	Bench check throttle grips	34	14	20
U1438	Conduct general meetings, such as staff meetings,	15	73	-58
U1474	Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	12	66	-55
U1439	Conduct self-inspections or self-assessments	36	90	-54
U1445	Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	19	66	-47
U1436	Assign personnel to work areas or duty positions	21	66	-45
U1460	Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) program	25	68	-43
U1480	Write recommendations for awards or decorations	36	76	-41
U1451	Develop or establish work methods or procedures	25	66	-41

TABLE 20

DISTRIBUTION OF ANG DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS
(PERCENT RESPONDING)

SPECIALTY JOBS		2A051B (N= 111)	2A071B (N=37)
I.	F-16 Avionics Cluster	79	84
II.	C-17 Avionics Job	3	0
III.	ANG A-10 Job	5	8
IV.	B-1B/B-2 Avionics Job	0	0
V.	B-1B Radar/EW Job	4	3
VI.	C-17 Digital Job	0	0
VII.	B-1B Digital Job	5	3
VIII.	Supervisor/Management Job	0	0
IX.	Training Job	0	0
X.	Supply Job	0	0
	Not Grouped	4	2

TABLE 21

RELATIVE PERCENT TIME SPENT ON DUTIES BY ANG DAFSC GROUPS

DUTIES		2A051B (N=111)	2A071B (N=37)
A	PERFORMING GENERAL AVIONICS MAINTENANCE ACTIVITIES	28	20
B	MAINTAINING DIGITAL (DIG) TEST STATIONS AND ASSOC. LRUs	2	1
C	MAINTAINING DIGITAL ANALOG (DAV) TEST STATIONS AND ASSOC. LRUs	3	1
D	MAINTAINING RADAR/ELECTRONIC WARFARE (R/EW) TEST STATIONS & LRUs	2	3
E	MAINTAINING ANALOG/DIGITAL TEST STATIONS (ADIT II) AND ASSOC. LRUs	1	*
F	MAINTAINING MANUAL SUPPORT EQUIPMENT AND ASSOC. LRUs	5	6
G	MAINTAINING TEST BRANCH PANELS	*	*
H	MAINTAINING RADIO FREQUENCY (RF) TEST STATIONS AND ASSOC. LRUs	7	9
I	MAINTAINING COMPUTER INERTIAL (CI) TEST STATIONS AND ASSOC. LRUs	12	9
J	MAINTAINING DISPLAYS/INDICATORS (D/I) TEST STATIONS AND ASSOC. LRUs	9	8
K	MAINTAINING PROCESSOR/PNEUMATICS (P/P) TEST STATIONS & ASSOC. LRUs	9	9
L	MAINTAINING A-10 INTERMEDIATE AUTOMATIC TEST STATIONS (IATSS) & LRUs	1	2
M	MAINTAINING A-10 SUPPORT EQUIPMENT	*	*
N	MAINTAINING F-117 CONSOLIDATED AUTOMATIC TEST EQUIP.(CATE) & LRUs	*	*
O	MAINTAINING F-117 INERTIAL NAVIGATION TEST SETS AND ASSOC. LRUs	*	*
P	MAINTAINING IMPROVED AVIONICS INTERMEDIATE SHOP (IAIS) & ASSOC. LRUs	6	4
Q	MAINTAINING B-2 FLIGHT AVIONICS CONSOLIDATED TEST STATIONS & LRUs	*	*
R	PERFORMING CORE AUTOMATED MAINTENANCE SYSTEM (CAMS) ACTIVITIES	5	9
S	PERFORMING GENERAL AIRCRAFT OR CROSS UTILIZATION TRAINING (CUT)	*	*
T	PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	2	2
U	PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	1	6
V	PERFORMING TRAINING ACTIVITIES	1	3
W	PERFORMING GENERAL ADMINISTRATIVE & TECHNICAL ORDER (TO) SYSTEM	2	3
X	PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	1	2

* less than 1 percent

TABLE 22

REPRESENTATIVE TASKS PERFORMED BY ANG 2A051B PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=111)
A0050	Perform functional checks of LRUs issued from supply	85
A0015	Clean test stations	82
A0065	Remove or replace pins or connectors	82
A0054	Perform periodic inspections of test stations	81
A0013	Clean shop facilities	81
A0027	Inspect test equipment	81
A0029	Load control and support software	80
R1301	Access core automated maintenance system (CAMS) menus and data screens	79
A0028	Interpret diagrams, such as system, schematic, or fault isolation	78
A0039	Operationally check interface test adapters (ITAs)	78
A0030	Load test programs on discs	77
A0109	Troubleshoot ITAs	77
A0051	Perform interface test adapter (ITA) wraparound tests	75
A0046	Pack or unpack LRUs for storage, shipment, or climatic conditions	75
A0032	Load and verify OFP into line replaceable units (LRUs)	74
A0096	Repair test stations	74
A0035	Maintain tool boxes or consolidated tool kits (CTKs)	72
A0047	Perform corrosion control on avionics equipment	71
R1306	Clear or close out completed maintenance discrepancies in CAMS	70
H0889	Confidence test RF test stations	68
K0999	Confidence test P/P test stations	68
J0969	Confidence test D/I test stations	68
J0970	Diagnostic test D/I test stations	68
A0098	Research technical orders (TOs)	68
A0049	Perform foreign object damage (FOD) prevention walks	68
H0890	Diagnostic test RF test stations	67
I0917	Confidence test CI test stations	67
K1000	Diagnostic test P/P test stations	67
J0972	Operationally check HUD electronic units (EUs)	66
P1165	Confidence test IAIS test stations	37

* Average Number of Tasks Performed –200

TABLE 23

REPRESENTATIVE TASKS PERFORMED BY ANG 2A071B PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=37)
R1301	Access core automated maintenance system (CAMS) menus and data screens	100
R1306	Clear or close out completed maintenance discrepancies in CAMS	95
R1308	Conduct CAMS interface with base supply systems	84
K1000	Diagnostic test P/P test stations	81
K0997	Align P/P test stations	81
K0998	Calibrate P/P test stations	81
X1525	Inventory equipment, tools, parts, or supplies	81
X1526	Issue or log turn-ins of equipment, tools, parts, or supplies	81
K0999	Confidence test P/P test stations	78
K1001	Operationally check ALR-69 signal processors	78
R1302	Analyze CAMS data	78
J0969	Confidence test D/I test stations	78
J0970	Diagnostic test D/I test stations	78
A0054	Perform periodic inspections of test stations	76
A0030	Load test programs on discs	76
H0889	Confidence test RF test stations	76
V1497	Maintain training records or files	76
H0890	Diagnostic test RF test stations	76
A0050	Perform functional checks of LRUs issued from supply	73
A0070	Remove or replace test station SRUs	73
A0029	Load control and support software	73
A0013	Clean shop facilities	73
I0917	Confidence test CI test stations	73
W1514	Maintain TO libraries	70
K1005	Operationally check programmable signal processors (PSPs)	70
A0039	Operationally check interface test adapters (ITAs)	70
K1007	Operationally check remote interface units (RIUs)	68
A0032	Load and verify OFP into line replaceable units (LRUs)	68
W1504	Establish or maintain automated technical order management system (ATOMS) accounts	59

* Average Number of Tasks Performed - 241

TABLE 24

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ANG DAFSCs 2A051B AND 2A071B PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		2A051B (N=111)	2A071B (N=37)	DIFFERENCE
K1023	Troubleshoot DSPs	32	11	22
K1012	Repair DSPs	32	8	23
K1003	Operationally check digital signal processors (DSPs)	40	16	23
I0931	Operationally check general avionics computers (GACs)	32	8	24
I0925	Operationally check F-16 digital flight control computers (DFLCCs)	41	11	30
V1486	Counsel trainees on training progress	12	78	-67
V1495	Evaluate progress of trainees	15	78	-63
U1446	Determine or establish work assignments or priorities	11	68	-57
X1526	Issue or log turn-ins of equipment, tools, parts, or supplies	29	81	-52
U1443	Conduct supervisory orientations for newly assigned personnel	2	51	-50
U1439	Conduct self-inspections or self-assessments	17	68	-50
V1489	Develop training programs, plans, or procedures	6	57	-50
V1487	Determine training requirements	11	59	-49

TABLE 25

DISTRIBUTION OF AFRC DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS
(PERCENT RESPONDING)

SPECIALTY JOBS		2A031B (N= 9)	2A051B (N=14)	2A071B (N=23)
I.	F-16 Avionics Cluster	100	64	22
II.	C-17 Avionics Job	0	36	44
III.	ANG A-10 Job	0	0	0
IV.	B-1B/B-2 Avionics Job	0	0	0
V.	B-1B Radar/EW Job	0	0	0
VI.	C-17 Digital Job	0	0	4
VII.	B-1B Digital Job	0	0	0
VIII.	Supervisor/Management Job	0	0	26
IX.	Training Job	0	0	0
X.	Supply Job	0	0	0
	Not Grouped	0	0	4

TABLE 26

RELATIVE PERCENT TIME SPENT ON DUTIES BY AFRC DAFSC GROUPS

DUTIES		2A031B (N=9)	2A051B (N=14)	2A071B (N=23)
A	PERFORMING GENERAL AVIONICS MAINTENANCE ACTIVITIES	12	30	37
B	MAINTAINING DIGITAL (DIG) TEST STATIONS AND ASSOC. LRUs	*	*	1
C	MAINTAINING DIGITAL ANALOG (DAV) TEST STATIONS AND ASSOC. LRUs	*	4	10
D	MAINTAINING RADAR/ELECTRONIC WARFARE (R/EW) TEST STATIONS & LRUs	*	*	*
E	MAINTAINING ANALOG/DIGITAL TEST STATIONS (ADIT II) AND ASSOC. LRUs	*	*	*
F	MAINTAINING MANUAL SUPPORT EQUIPMENT AND ASSOC. LRUs	10	15	7
G	MAINTAINING TEST BRANCH PANELS	*	2	*
H	MAINTAINING RADIO FREQUENCY (RF) TEST STATIONS AND ASSOC. LRUs	10	7	2
I	MAINTAINING COMPUTER INERTIAL (CI) TEST STATIONS AND ASSOC. LRUs	22	9	3
J	MAINTAINING DISPLAYS/INDICATORS (D/I) TEST STATIONS AND ASSOC. LRUs	17	12	2
K	MAINTAINING PROCESSOR/PNEUMATICS (P/P) TEST STATIONS & ASSOC. LRUs	16	5	3
L	MAINTAINING A-10 INTERMEDIATE AUTOMATIC TEST STATIONS (IATSS) & LRUs	*	*	*
M	MAINTAINING A-10 SUPPORT EQUIPMENT	*	*	*
N	MAINTAINING F-117 CONSOLIDATED AUTOMATIC TEST EQUIP.(CATE) & LRUs	*	*	*
O	MAINTAINING F-117 INERTIAL NAVIGATION TEST SETS AND ASSOC. LRUs	*	*	*
P	MAINTAINING IMPROVED AVIONICS INTERMEDIATE SHOP (IAIS) & ASSOC. LRUs	2	*	*
Q	MAINTAINING B-2 FLIGHT AVIONICS CONSOLIDATED TEST STATIONS & LRUs	*	*	*
R	PERFORMING CORE AUTOMATED MAINTENANCE SYSTEM (CAMS) ACTIVITIES	4	4	4
S	PERFORMING GENERAL AIRCRAFT OR CROSS UTILIZATION TRAINING (CUT)	*	*	*
T	PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	1	1	1
U	PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	*	2	14
V	PERFORMING TRAINING ACTIVITIES	*	2	5
W	PERFORMING GENERAL ADMINISTRATIVE & TECHNICAL ORDER (TO) SYSTEM	*	1	3
X	PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	1	2	4

* less than 1 percent

TABLE 27

REPRESENTATIVE TASKS PERFORMED BY AFRC 2A031B PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=9)
J0972	Operationally check HUD electronic units (EUs)	100
J0969	Confidence test D/I test stations	100
J0974	Operationally check multipurpose function display (MFD) units	100
I0917	Confidence test CI test stations	100
I0928	Operationally check F-16 flight control computers (FLCCs)	100
I0955	Troubleshoot electronic component assemblies	100
I0929	Operationally check F-16 flight control panels (FLCPs)	100
K1005	Operationally check programmable signal processors (PSPs)	89
K1028	Troubleshoot PSPs	89
K1002	Operationally check central interface units (CIUs)	89
J0991	Troubleshoot HUD EUs	89
K1016	Repair PSPs	89
I0927	Operationally check F-16 fire control computers (FCCs)	89
J0970	Diagnostic test D/I test stations	89
I0924	Operationally check electronic component assemblies	89
J0979	Repair D/I test station SRUs	89
J0990	Troubleshoot D/I test stations	89
J0975	Operationally check programmable display generators (PDGs)	89
J0988	Troubleshoot D/I test station SRUs	89
I0959	Troubleshoot F-16 FLCCs	89
J0973	Operationally check HUD programmable display units (PDUs)	89
K1026	Troubleshoot P/P test stations	89
K0999	Confidence test P/P test stations	89
J0964	Adjust displays/indicators (D/I) test station TRUs	78
J0980	Repair D/I test station TRUs	78
J0971	Operationally check azimuth indicators	78
J0989	Troubleshoot D/I test station TRUs	78
K0996	Adjust processor/pneumatics (P/P) test station TRUs	78
K1025	Troubleshoot P/P test station TRUs	78

* Average Number of Tasks Performed – 179

TABLE 28

REPRESENTATIVE TASKS PERFORMED BY AFRC 2A051B PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=14)
A0031	Load and verify operational flight programs (OFP) using erasable programmable read only memory (EPROM) programmer verifiers (EPVs)	79
A0032	Load and verify OFP into line replaceable units (LRUs)	79
A0028	Interpret diagrams, such as system, schematic, or fault isolation	79
A0054	Perform periodic inspections of test stations	79
A0050	Perform functional checks of LRUs issued from supply	79
A0051	Perform interface test adapter (ITA) wraparound tests	79
A0039	Operationally check interface test adapters (ITAs)	79
A0022	Fabricate or repair cables	79
A0027	Inspect test equipment	79
A0015	Clean test stations	79
A0030	Load test programs on discs	71
A0046	Pack or unpack LRUs for storage, shipment, or climatic conditions	71
J0992	Troubleshoot HUD PDUs	64
J0970	Diagnostic test D/I test stations	64
J0973	Operationally check HUD programmable display units (PDUs)	64
J0975	Operationally check programmable display generators (PDGs)	64
J0974	Operationally check multipurpose function display (MFD) units	64
J0969	Confidence test D/I test stations	64
J0983	Repair MFDs	64
J0991	Troubleshoot HUD EUs	64
J0984	Repair PDGs	64
J0982	Repair HUD PDUs	64
J0967	Calibrate D/I test stations	64
J0981	Repair HUD EUs	64
J0965	Align D/I test stations	64
J0990	Troubleshoot D/I test stations	64

* Average Number of Tasks Performed - 205

TABLE 29

TASKS WHICH BEST DIFFERENTIATE BETWEEN
AFRC DAFSCs 2A031B AND 2A051B PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		2A031B (N=82)	2A051B (N=12)	DIFFERENCE
J0995	Troubleshoot REO IUs	55	0	55
I0960	Troubleshoot F-16 FLCPs	88	35	53
I0929	Operationally check F-16 flight control panels (FLCPs)	100	50	50
I0928	Operationally check F-16 flight control computers(FLCCs)	100	50	50
I0955	Troubleshoot electronic component assemblies	100	50	50
J0976	Operationally check radar electro-optical (REO) EUs	55	7	48
J0977	Operationally check REO indicator units (IUs)	55	7	48
K1002	Operationally check central interface units (CIUs)	88	42	46
A0022	Fabricate or repair cables	33	78	-45
A0109	Troubleshoot ITAs	33	78	-45
X1525	Inventory equipment, tools, parts, or supplies	33	78	-45
F0650	Remove or replace VHF AM/FM control unit minor hardware	11	57	-46
X1522	Evaluate serviceability of equipment, tools, parts, or supplies	11	57	-46
W1516	Participate in TCTO meetings	0	50	-50
V1495	Evaluate progress of trainees	11	64	-53
X1523	Identify and report equipment or supply problems	0	64	-64

TABLE 30

REPRESENTATIVE TASKS PERFORMED BY AFRC 2A071B PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=23)
A0015	Clean test stations	83
A0016	Clean or lubricate shop support equipment or components	83
A0050	Perform functional checks of LRUs issued from supply	78
A0013	Clean shop facilities	78
A0028	Interpret diagrams, such as system, schematic, or fault isolation	78
A0048	Perform electrostatic discharge (ESD) workstation inspections	78
A0047	Perform corrosion control on avionics equipment	78
A0054	Perform periodic inspections of test stations	74
A0039	Operationally check interface test adapters (ITAs)	74
A0061	Perform TCTO inspections or modifications of LRUs	74
A0051	Perform interface test adapter (ITA) wraparound tests	70
A0027	Inspect test equipment	70
A0044	Operationally check radar antennas	70
A0046	Pack or unpack LRUs for storage, shipment, or climatic conditions	65
A0045	Operationally check radar transmitters	65
V1497	Maintain training records or files	61
A0035	Maintain tool boxes or consolidated tool kits (CTKs)	61
X1522	Evaluate serviceability of equipment, tools, parts, or supplies	52
X1525	Inventory equipment, tools, parts, or supplies	48
U1446	Determine or establish work assignments or priorities	48
V1495	Evaluate progress of trainees	48
U1467	Inspect personnel for compliance with military standards	48
C0267	Confidence test DAV test stations	43
R1301	Access core automated maintenance system (CAMS) menus and data screens	43
U1480	Write recommendations for awards or decorations	43
U1442	Conduct safety inspections of equipment or facilities	39

* Average Number of Tasks Performed - 149

TABLE 31

TASKS WHICH BEST DIFFERENTIATE BETWEEN
AFRC DAFSCs 2A051B AND 2A071B PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		2A051B (N=14)	2A071B (N=23)	DIFFERENCE
F0650	Remove or replace VHF AM/FM control unit minor hardware	57	9	48
H0889	Confidence test RF test stations	64	22	43
J0967	Calibrate D/I test stations	64	22	43
J0982	Repair HUD PDUs	64	22	43
H0890	Diagnostic test RF test stations	64	22	43
J0990	Troubleshoot D/I test stations	64	22	43
H0903	Repair RF test station SRUs	57	17	40
J0964	Adjust displays/indicators (D/I) test station TRUs	57	17	40
U1480	Write recommendations for awards or decorations	0	43	-43
A0001	Adjust central air data computer (CADC) shop replaceable units (SRUs)	14	52	-38
U1462	Evaluate personnel for promotion, demotion, reclassification, or special awards	7	39	-32
U1444	Counsel subordinates concerning personal matters	14	43	-29
U1481	Write replies to inspection reports	7	35	-28
U1465	Initiate personnel action requests	7	35	-28
U1468	Interpret policies, directives, or procedures for subordinates	21	48	-26
U1467	Inspect personnel for compliance with military standards	21	48	-26

* less than 1 percent

TRAINING ANALYSIS

Occupational survey data are one of many sources of information, which can be used to assist in the development of a training program relevant to the needs of personnel in their first enlistment. Factors which may be used in evaluating training, include the overall description of the work being performed by first-enlistment personnel and their overall distribution across career ladder jobs. Percentages of first-enlistment (1-48 months TAFMS) members performing specific tasks, as well as TE and TD ratings (previously explained in the **SURVEY METHODOLOGY** section) are also used.

First-Enlistment Personnel

In this study, there are 125 members in their first-enlistment (1-48 months TAFMS), representing 26 percent of the total survey sample. Figure 2 reflects the distribution of first-enlistment personnel within the career ladder cluster and jobs. Twenty-seven percent of these airmen are performing General Avionics Maintenance tasks of Duty A. Table 32 displays the relative percent of time spent on duties by first-enlistment personnel. First-enlistment personnel spend more than 50 percent of their time performing the technical tasks of Duties A through D.

Tables 33, 34, and 35 display other characteristics of the first-enlistment group. Table 33 lists representative tasks performed by first-enlistment personnel. Most involve the General Avionics tasks of Duty A. The primary aircraft on which personnel perform their duties is represented in Table 34. Table 35 displays the most common avionics equipment used by first enlistment personnel.

DISTRIBUTION OF 2A0X1B FIRST-ENLISTMENT PERSONNEL ACROSS SPECIALTY JOBS (N = 125)

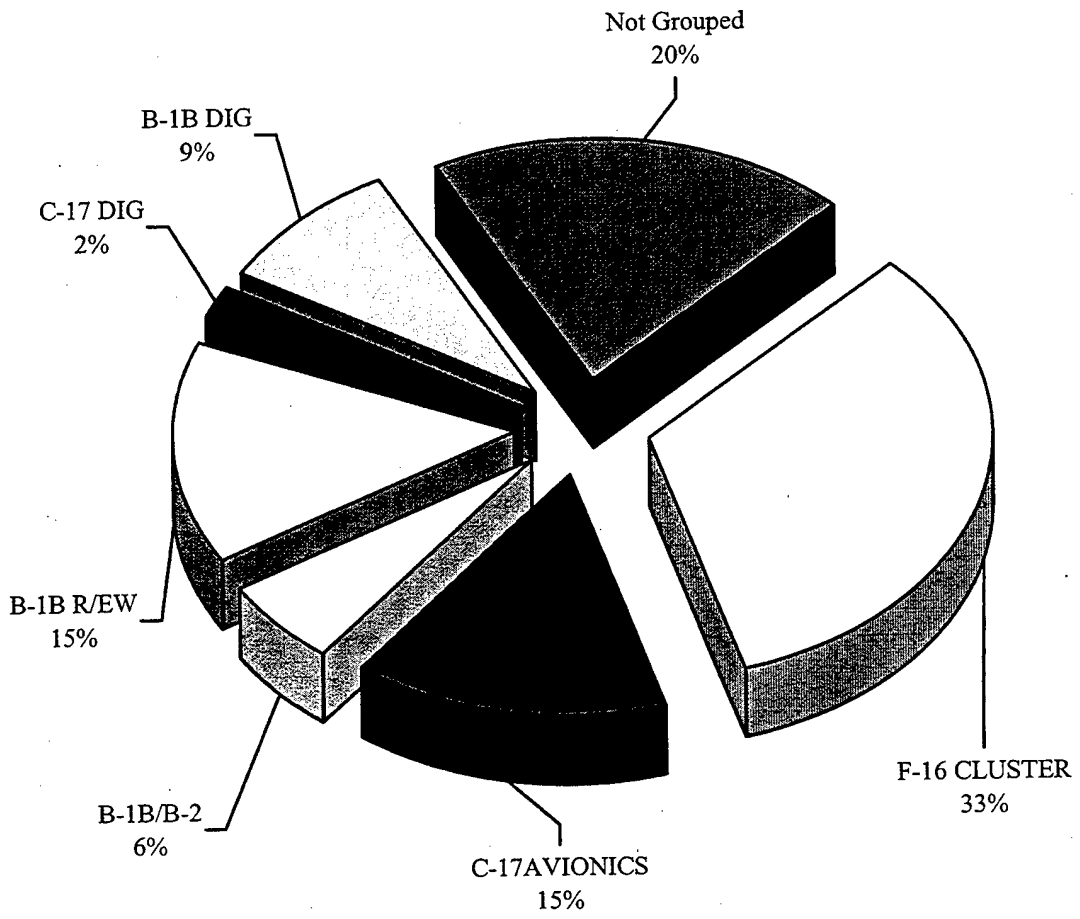

FIGURE 2

TABLE 32

RELATIVE PERCENT TIME SPENT ON DUTIES BY
AD FIRST-ENLISTMENT PERSONNEL
(N=125)

	DUTIES	PERCENT TIME SPENT
A	PERFORMING GENERAL AVIONICS MAINTENANCE ACTIVITIES	27
B	MAINTAINING DIGITAL (DIG) TEST STATIONS AND ASSOC. LRUs	4
C	MAINTAINING DIGITAL ANALOG (DAV) TEST STATIONS AND ASSOC. LRUs	14
D	MAINTAINING RADAR/ELECTRONIC WARFARE (R/EW) TEST STATIONS & LRUs	12
E	MAINTAINING ANALOG/DIGITAL TEST STATIONS (ADIT II) AND ASSOC. LRUs	1
F	MAINTAINING MANUAL SUPPORT EQUIPMENT AND ASSOC. LRUs	7
G	MAINTAINING TEST BRANCH PANELS	1
H	MAINTAINING RADIO FREQUENCY (RF) TEST STATIONS AND ASSOC. LRUs	2
I	MAINTAINING COMPUTER INERTIAL (CI) TEST STATIONS AND ASSOC. LRUs	2
J	MAINTAINING DISPLAYS/INDICATORS (D/I) TEST STATIONS AND ASSOC. LRUs	1
K	MAINTAINING PROCESSOR/PNEUMATICS (P/P) TEST STATIONS & ASSOC. LRUs	1
L	MAINTAINING A-10 INTERMEDIATE AUTOMATIC TEST STATIONS (IATSS) & LRUs	*
M	MAINTAINING A-10 SUPPORT EQUIPMENT	*
N	MAINTAINING F-117 CONSOLIDATED AUTOMATIC TEST EQUIP.(CATE) & LRUs	1
O	MAINTAINING F-117 INERTIAL NAVIGATION TEST SETS AND ASSOC. LRUs	*
P	MAINTAINING IMPROVED AVIONICS INTERMEDIATE SHOP (IAIS) & ASSOC. LRUs	9
Q	MAINTAINING B-2 FLIGHT AVIONICS CONSOLIDATED TEST STATIONS & LRUs	2
R	PERFORMING CORE AUTOMATED MAINTENANCE SYSTEM (CAMS) ACTIVITIES	10
S	PERFORMING GENERAL AIRCRAFT OR CROSS UTILIZATION TRAINING (CUT)	*
T	PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	1
U	PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	*
V	PERFORMING TRAINING ACTIVITIES	*
W	PERFORMING GENERAL ADMINISTRATIVE & TECHNICAL ORDER (TO) SYSTEM	1
X	PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	2

*Indicates less than 1 percent

TABLE 33

REPRESENTATIVE TASKS PERFORMED BY AFSC 2A0X1B
AD FIRST-ENLISTMENT PERSONNEL
(N=125)

TASKS		PERCENT MEMBERS PERFORMING
R1301	Access core automated maintenance system (CAMS) menus and data screens	75
R1306	Clear or close out completed maintenance discrepancies in CAMS	70
A0013	Clean shop facilities	66
A0027	Inspect test equipment	65
A0015	Clean test stations	65
R1304	Change CAMS workcenter event narratives	65
A0050	Perform functional checks of LRUs issued from supply	62
A0022	Fabricate or repair cables	61
A0054	Perform periodic inspections of test stations	61
A0065	Remove or replace pins or connectors	61
A0039	Operationally check interface test adapters (ITAs)	60
R1302	Analyze CAMS data	60
A0047	Perform corrosion control on avionics equipment	59
A0051	Perform interface test adapter (ITA) wraparound tests	58
A0016	Clean or lubricate shop support equipment or components	57
A0028	Interpret diagrams, such as system, schematic, or fault isolation	55
R1303	Change CAMS performing workcenter codes	53
R1308	Conduct CAMS interface with base supply systems	52
A0035	Maintain tool boxes or consolidated tool kits (CTKs)	51
A0109	Troubleshoot ITAs	50
R1305	Change equipment maintenance schedules in CAMS	50
A0096	Repair test stations	49
A0048	Perform electrostatic discharge (ESD) workstation inspections	49
A0099	Secure classified materials	46
A0098	Research technical orders (TOs)	46
A0032	Load and verify OFP into line replaceable units (LRUs)	45
A0046	Pack or unpack LRUs for storage, shipment, or climatic conditions	43
P1165	Confidence test IAIS test stations	24

TABLE 34

PRIMARY AIRCRAFT PLATFORM OF AD
FIRST-ENLISTMENT AFSC 2A0X1B PERSONNEL
(PERCENT MEMBERS RESPONDING)

AIRCRAFT PLATFORM	1ST ENL (N=125)
F-16	34
F-117	4
A-10	0
B-1B	39
B-2	6
C-17	16
NONE	1

TABLE 35

AVIONICS EQUIPMENT USED BY
AD FIRST-ENLISTMENT AFSC 2A0X1B PERSONNEL
(PERCENT MEMBERS RESPONDING)

AVIONICS EQUIPMENT	1ST ENL (N=125)
Multimeters	96
Torque Wrenches	93
Oscilloscopes	92
Soldering/Desoldering Tools	90
Digital Voltmeters	87
Line Replaceable Units Handling Fixtures	85
Signal G	83
Power Supplies	80
Pulse Generators	73
Frequency Counters	67
Dummy Loads	66
Power Measuring Devices	65
Connector Repair Kits	62
Spectrum Analyzers	61
Theodolites	53
Compressed Gas Bottles	52
Watt Meters	48
Voltage and Current Standard Devices	41
Boresight Reference Tools	40
Electronic Counters	38
Oil Cooling Carts	37
Photometers	35
Radio Frequency Radiation Monitors	35
Distortion Analyzers	34
Milliohmeters	30
Pressure Regulators	30
Decade Resistors	29
Pressure Testers	28
Frequency Converters	27
Digital Logic Probes	26
Noise Oscillators	25
Auxiliary Power Generators	22
Current Probe Amplifiers	22

Training Emphasis (TE) and Task Difficulty (TD) Data

TE and TD data are secondary factors that can assist technical school personnel in deciding which tasks should be emphasized in entry-level training. These ratings, based on the judgments of senior career ladder NCOs working at operational units in the field, are collected to provide training personnel with a rank-ordering of those tasks in the JI considered important for first-enlistment personnel, along with a measure of the difficulty of the JI tasks. When combined with data on the percentages of first-enlistment personnel performing tasks, comparisons can then be made to determine if training adjustments are necessary. For example, tasks receiving high ratings on both task factors, accompanied by moderate to high percentages performing, may warrant resident training. Those tasks receiving high task factor ratings, but low percentages performing, may be more appropriately planned for OJT programs within the career ladder. Low task factor ratings may highlight tasks best omitted from training for first-enlistment personnel, but this decision must be weighed against percentages of personnel performing the tasks, command concerns, and criticality of the tasks.

To assist technical school personnel, AFOMS has developed a computer program that incorporates these secondary factors and the percentage of first-enlistment personnel performing each task to produce an Automated Training Indicator (ATI) for each task. These indicators correspond to training decisions listed and defined in the Training Decision Logic Table found in Attachment 2, AETCI 36-2601, and allows course personnel to quickly focus their attention on those tasks which are most likely to qualify for initial resident course consideration.

Some of the tasks rated highest in TE are shown in Table 36. Many of the tasks appearing in the General Avionics Duty should be highly stressed according to senior raters. Several tasks ranking highest in TE appear to be common across test stations and components. Relatively high percentages of first-enlistment personnel are performing these tasks. The mean TE rating for this study is .79 with a standard deviation of 1.20. Tasks rated above 1.99 are considered high in TE.

The mean TD rating is 5.00, with a standard deviation of 1.00. Tasks rated above 6.00 are considered difficult to train. Table 37 shows TD raters reported several ATLAS and RF test station tasks as among the most difficult within the career field. A significant number of first-enlistment airmen are performing such tasks. This percentage of first-enlistment performing suggests that these tasks should be taught at the formal technical training school.

Various lists of tasks, accompanied by TE and TD ratings and, where appropriate ATI information, are contained in the TRAINING EXTRACT package and should be reviewed in detail by training school personnel. (For a more detailed explanation of TE and TD ratings, see Task Factor Administration in the **SURVEY METHODOLOGY** section of this report.)

TABLE 36

TASKS RATED HIGHEST IN TRAINING EMPHASIS

TASKS		TNG EMP	PERCENT MEMBERS PERFORMING 2A0X1B 1ST JOB (N=12)	PERCENT MEMBERS PERFORMING 2A0X1B 1ST ENL (N=91)	TASK DIFF
A0028	Interpret diagrams, such as system, schematic, or fault isolation	6.48	55	55	7.35
A0051	Perform interface test adapter (ITA) wraparound tests	5.42	64	58	3.44
A0032	Load and verify OFP into line replaceable units (LRUs)	5.35	51	45	3.64
A0070	Remove or replace test station SRUs	5.29	56	56	3.09
A0031	Load and verify operational flight programs (OFP) using erasable programmable read only memory (EPROM) programmer verifiers (EPVs)	5.27	33	34	4.26
A0030	Load test programs on discs	5.27	47	46	3.54
A0096	Repair test stations	5.21	51	49	7.70
A0103	Solder or desolder test station components	5.12	49	49	4.85
A0054	Perform periodic inspections of test stations	4.90	64	61	3.76
A0099	Secure classified materials	4.87	51	46	2.72
A0008	Analyze abbreviated test language for all systems (ATLAS) programs for troubleshooting	4.85	35	38	8.18
R1306	Clear or close out completed maintenance discrepancies in CAMS	4.79	60	70	4.16
A0071	Remove or replace test station tester replaceable units (TRUs)	4.75	51	53	3.24
R1301	Access core automated maintenance system (CAMS) menus and data screens	4.71	69	75	4.30
A0065	Remove or replace pins or connectors	4.71	60	61	4.70
A0039	Operationally check interface test adapters (ITAs)	4.71	64	60	4.05
A0098	Research technical orders (TOs)	4.67	44	46	3.60
A0029	Load control and support software	4.67	42	47	3.72
A0109	Troubleshoot ITAs	4.62	60	50	5.78

* **Average TE Rating is .79; Standard Deviation is 1.20**
High = 1.99; Low = .79

TABLE 37

TASKS RATED HIGHEST IN TASK DIFFICULTY

TASKS		TASK DIFF	PERCENT MEMBERS PERFORMING 2A0X1B 1ST JOB (N=12)	2A0X1B 1ST ENL (N=91)	2A031B (N=40)	2A051B (N=177)	2A071B (N=81)
A0024	Identify deficiencies in ATLAS programs	8.60	25	30	32	31	29
H0913	Troubleshoot RF test stations	8.22	11	14	12	10	5
A0008	Analyze abbreviated test language for all systems (ATLAS) programs for troubleshooting	8.18	35	38	41	34	37
H0912	Troubleshoot RF test stations TRUs	8.12	11	14	12	9	5
A0096	Repair test stations	7.70	51	49	49	46	37
H0888	Calibrate RF test stations	7.65	13	14	13	11	7
A0121	Troubleshoot using on-line compilers (OLCs)	7.57	4	14	16	16	19
A0120	Troubleshoot using Debug	7.56	16	21	22	15	20
A0006	Align or calibrate photometric benches	7.54	31	29	24	36	19
A0028	Interpret diagrams, such as system, schematic, or fault isolation	7.35	55	55	53	50	41
D0544	Troubleshoot RF DAAE	7.07	11	12	14	6	3
A0122	Troubleshoot using system editor (SYSEDIT)	7.00	35	37	41	31	24
D0511	Repair RF DAAE	6.99	9	11	13	6	3
H0886	Adjust RF test station TRUs	6.99	13	14	12	12	3
A0123	Troubleshoot using test executive	6.93	20	25	27	20	15

* **Average TD Rating is 5.00**

Specialty Training Standard (STS)

A comprehensive review of strawman STS 2A0X1B, dated July 1999, compared STS items to survey data. STS elements containing general knowledge information, mandatory entries, subject-matter-knowledge-only requirements, or basic supervisory responsibilities were not examined. Task knowledge and performance elements of the STS were compared against the standard set forth in AETCI 36-2601 and AFI 36-2623 (i.e., include tasks performed or knowledge required by 20 percent or more of the personnel in a skill level [criterion group] of the AFSC).

Overall, the strawman STS lacks comprehensive coverage of the work performed by personnel in this career ladder. Several performance-coded entries are not supported with survey data. Examples of these entries are shown in Table 38 along with 3, 5, and 7-skill levels percent members performing. The STS should be reviewed by career field managers and training personnel and those items not supported by survey data should be considered for downgrading to a knowledge-only level or deletion from the STS.

Tasks not referenced to any element of the STS are listed at the end of the STS computer listing. These tasks were reviewed to determine if there were any tasks concentrated around any particular function or job. Examples of technical entries performed by 20 percent or more respondents of the STS target groups, but which were not referenced to any STS element, are displayed in Table 39. Similarly, Table 40 displays subject knowledge entries. Training personnel and SMEs should review these unreferenced tasks to determine if inclusion in the STS is justified.

Plan of Instruction (POI)

Performance-coded entries from POIs J3ABR2A031B-004 (F-16/A-10/F-117), and J3ABR2A031B-005 (B-1B/B-2/C-17), dated August 1999, were similarly matched to the tasks from the Job Inventory by instructors at the technical school. Tasks matched to the POIs only include data from members working on aircraft related to the respective course. Overall, the survey data validates the entries in the POI. However, a number of entries were not supported to the 30 percent members performing standard for POI analysis. These entries are shown in Tables 41 and 43 along with the tasks matched to them and percent members performing.

Many tasks were not matched to the performance-coded elements in the POIs. A list of these tasks is included at the back of the POI computer printout. Tables 42 and 44 present examples of tasks with high percent members performing that were not matched to the POIs. Technical school training personnel should review the complete listing and consider those tasks performed by high percentages of personnel for inclusion in the POIs.

TABLE 38

EXAMPLES OF PERFORMANCE-CODED STS 2A0X1B ENTRIES NOT SUPPORTED
(LESS THAN 20 PERCENT) BY OCCUPATIONAL SURVEY RESULTS
(PERCENT MEMBERS PERFORMING)

TASKS			TNG EMP	PERCENT MEMBERS PERFORMING 3-SKL LVL (N=105)	5-SKL LVL (N=121)	7-SKL LVL (N=59)	TSK DIF
A2.4.	AF OCCUPATIONAL SAFETY AND HEALTH (AFOSH) PROGRAM						
A2.4.4.1.	Electronic Equipment	2b - - - -					
U1460	Evaluate job hazards or compliance with Air Force Occupational Safety Health (AFOSH) program		1.87	3	25	68	5.44
A7.1.2.2.	TEST SOFTWARE						
A7.1.2.2.1	ATE						
H0887	Align RF Test stations	2b - - - -	4.92	11	12	7	7.37
I0916	Calibrate CI test stations		4.02	10	7	7	6.42
J0969	Confidence test D/I test stations		4.73	9	7	8	4.08
K1000	Diagnostic test P/P test stations		4.69	9	7	7	4.74
A7.8.4.2.	ISOLATE/REPAIR MALFUNCTIONS						
A7.8.4.2.3	IUA	2b - - - -					
P1189	Repair IAIS test stations		2.46	11	23	12	6.75
P1203	Troubleshoot IAIS test stations		2.79	15	27	15	6.79

* **Average TE Rating = .79, Standard Deviation = 1.20, High TE = 1.99**
* **Average TD Rating = 1.00, High TD = 6.00**

TABLE 39

EXAMPLES OF TECHNICAL TASKS PERFORMED BY 20 PERCENT OR MORE AD GROUP MEMBERS AND NOT REFERENCED TO THE STS (PERCENT MEMBERS PERFORMING)

TASKS		TNG EMP	PERCENT MEMBERS PERFORMING 3-SKL LVL (N=105)	5-SKL LVL (N=121)	7-SKL LVL (N=59)	TSK DIF
A0022	Fabricate or repair cables	4.56	63	50	32	4.79
A0024	Identify deficiencies in ATLAS programs	2.62	32	31	29	8.60
A0044	Operationally check radar antennas	4.54	43	31	17	5.20
A0045	Operationally check radar transmitters	4.46	36	25	14	5.59
A0060	Perform time compliance technical order (TCTO) inspections or modifications of ITAs	3.19	43	40	31	5.51
A0061	Perform TCTO inspections or modifications of LRUs	2.81	47	45	34	5.80
A0062	Perform TCTO inspections or modifications of test stations	2.56	32	32	29	6.23
A0081	Repair ITAs	4.25	52	43	32	5.47
A0096	Repair test stations	5.21	49	46	37	7.70
A0109	Troubleshoot ITAs	4.62	50	44	25	5.78
A0115	Troubleshoot radar antennas	3.52	34	25	10	5.98
R1302	Analyze CAMS data	2.81	59	59	51	4.77
R1303	Change CAMS performing workcenter codes	2.62	49	59	42	4.21
R1305	Change equipment maintenance schedules in CAMS	2.37	48	45	41	4.41
R1308	Conduct CAMS interface with base supply system	4.19	51	54	49	4.57

* **Average TE Rating = .79, Standard Deviation = 1.20, High TE = 1.99**

* **Average TD Rating = 5.00, Standard Deviation = 1.00, High TD = 6.00**

TABLE 40

EXAMPLES OF SUBJECT KNOWLEDGE-CODED STS 2A0X1B
ENTRIES WITH GREATER THAN 20 PERCENT
(PERCENT MEMBERS PERFORMING)

TASKS		TNG EMP	PERCENT MEMBERS PERFORMING 3-SKL LVL (N=105)	5-SKL LVL (N=121)	7-SKL LVL (N=59)	TSK DIF
A2.3.	Security					
A2.3.6.	Physical Security					
A0099	Secure classified materials	4.87	44	40	32	2.72
A4.1.1.	Control and Support (C&S) Software					
A4.2.1.1.2	Test Executive					
A0123	Troubleshoot using test execution	3.83	27	20	15	6.93
A7.1.1.3.	Utility Programs					
A7.1.1.3.1	Find Align					
A0021	Execute Find Align	4.31	48	38	24	1.51
*	**Average TE Rating = .79, Standard Deviation = 1.20, High TE = 1.99**					
*	**Average TD Rating = 5.00, Standard Deviation = 1.00, High TD = 6.00**					

TABLE 41

PERFORMANCE-CODED POI J3ABR2A031B 004 ENTRY NOT SUPPORTED
(LESS THAN 30 PERCENT) BY OCCUPATIONAL SURVEY RESULTS
(PERCENT MEMBERS PERFORMING)

TASKS		TNG EMP	PERCENT MEMBERS PERFORMING 1st Job (N=23)	PERCENT MEMBERS PERFORMING 1st Enl (N=48)	TSK DIF
VIII.2.c.	*Using applicable technical data, perform equipment inspection*				
A0057	Perform quality assurance (QA) inspections of LRUs	2.25	26	23	4.37
*	**Average TE Rating = .79, Standard Deviation = 1.20, High TE = 1.99**				
*	**Average TD Rating = 5.00, Standard Deviation = 1.00, High TD = 6.00**				

TABLE 42

EXAMPLES OF TECHNICAL TASKS PERFORMED BY 30 PERCENT OR MORE FIRST-ENLISTMENT GROUP MEMBERS AND NOT REFERENCED TO THE POI J3ABR2A031B 004
(PERCENT MEMBERS PERFORMING)

TASKS		TNG EMP	PERCENT MEMBERS PERFORMING 1st Job (N=23)	1st Enl (N=48)	TSK DIF
A0010	Calibrate test equipment	1.90	61	56	5.84
A0022	Fabricate or repair cables	4.56	52	58	4.79
A0065	Remove or replace pins or connectors	4.71	57	63	4.70
A0081	Repair ITAs	4.25	61	60	5.47
A0109	Troubleshoot ITAs	4.62	61	56	5.78
A1302	Analyze CAMS data	2.81	65	69	4.77
A1303	Change CAMS performing workcenter codes	2.62	57	69	4.21
R1305	Change equipment maintenance schedules in CAMS	2.37	52	63	4.41
R1313	Correct CAMS job standard narratives	1.92	52	46	4.71

* **Average TE Rating = .79, Standard Deviation = 1.20, High TE = 1.99**
* **Average TD Rating = 5.00, Standard Deviation = 1.00, High TD = 6.00**

TABLE 43

EXAMPLES OF PERFORMANCE-CODED POI J3ABR2A031B 005 ENTRIES NOT SUPPORTED (LESS THAN 30 PERCENT) BY OCCUPATIONAL SURVEY RESULTS (PERCENT MEMBERS PERFORMING)

TASKS		TNG EMP	PERCENT MEMBERS PERFORMING 1st Job (N=32)	1st Enl (N=76)	TSK DIF
V.2d	*Given a Radio Test Set and applicable technical data, perform VHF Receiver/Transmitter testing*				
F0612	Bench check VHF AM/FM RTs	2.87	19	14	5.94
F0632	Operationally check AN/ARM-173 radio test sets	1.21	0	0	4.51
VIII.3.a	*Using the Digital DAAE and applicable technical data, perform CONF and DIAG testing*				
B0129	Confidence test DAAE	1.19	16	22	3.24
B0131	Diagnostic test DAAE	1.27	16	22	4.13
VIII.3.b	*Using the Digital DAAE and applicable technical data, perform Alignment*				
B0126	Align DIG defense Automatic Test Equipment (ATE) augmentation equipment (DAAE)	.81	13	17	5.40
VIII.4.b.	*Using the JLA Milliohmeter, TO 12P3-2ALQ161-232, and TO 32B14-3-1-101 perform nuclear hardness maintenance and inspection on a JLA*				
A0052	Perform nuclear hardness maintenance or inspections	.29	25	29	4.03
A0057	Perform quality assurance (QA) inspections of LRUs	2.25	25	25	4.37
*	**Average TE Rating =.79, Standard Deviation = 1.20, High TE = 1.99**				
*	**Average TD Rating = 5.00, Standard Deviation = 1.00, High TD = 6.00**				

TABLE 44

EXAMPLES OF TECHNICAL TASKS PERFORMED BY 30 PERCENT OR MORE FIRST-ENLISTMENT GROUP MEMBERS AND NOT REFERENCED TO THE POI J3ABR2A031B 005
(PERCENT MEMBERS PERFORMING)

			PERCENT MEMBERS PERFORMING		
TASKS		TNG EMP	1st Job (N=32)	1st Enl (N=76)	TSK DIF
A0010	Calibrate test equipment	1.90	34	42	5.84
A0022	Fabricate or repair cables	4.56	66	63	4.79
A0065	Remove or replace pins or connectors	4.71	63	61	4.70
A0081	Repair ITAs	4.25	56	50	5.47
A0109	Troubleshoot ITAs	4.62	59	47	5.78
C0268	Diagnostic test DAV test stations	1.44	56	50	4.58
R1302	Analyze CAMS data	2.81	47	55	4.77
R1303	Change CAMS performing workcenter codes	2.62	41	43	4.21
R1305	Change equipment maintenance schedules in CAMS	2.37	38	42	4.41
R1313	Correct CAMS jobs standard narratives	1.92	38	46	4.71

* **Average TE Rating = .79, Standard Deviation = 1.20, High TE = 1.99**
* **Average TD Rating = 5.00, Standard Deviation = 1.00, High TD = 6.00**

JOB SATISFACTION ANALYSIS

An examination of the job satisfaction indicators of various groups can give career ladder managers a better understanding of some of the factors which may affect the job performance of airmen in the career ladder. Attitude questions covering job interest, perceived utilization of talents and training, sense of accomplishment from work, and reenlistment intentions were included in the survey diskette to provide indications of job satisfaction.

Table 45 presents job satisfaction data for AFSC 2A0X1B TAFMS groups, together with TAFMS data for a comparative sample of Logistics career ladders surveyed in 1998. First-enlistment personnel appear to be slightly less satisfied, in general, than their counterparts in other Logistics career fields. However, their job satisfaction numbers are not low enough to cause alarm.

An indication of how job satisfaction perceptions have changed over time is provided in Table 46. Here TAFMS data for the current survey respondents are presented, along with data from the last occupational survey report. All TAFMS groups claim a noticeable decrease (compared to the 1996 survey) in reenlistment intentions. The greatest discrepancy occurs among personnel in their second enlistment. Only 57 percent of these individuals intend to reenlist compared to 79 percent just 3 years ago.

In Table 47, a review of the job satisfaction ratings for the cluster and specialty jobs identified in this survey reveal a moderate to high general satisfaction for the cluster and each specialty job.

TABLE 45

COMPARISON OF JOB SATISFACTION INDICATORS BY TAFMS GROUPS
(PERCENT MEMBERS RESPONDING)

	1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
	2000 2A0X1B (N=125)	COMP SAMPLE* (N=5173)	2000 2A0X1B (N=46)	COMP SAMPLE* (N=3300)	2000 2A0X1B (N=114)	COMP SAMPLE* (N=1,059)
EXPRESSED JOB INTEREST:						
INTERESTING	55	67	59	67	65	73
SO-SO	24	19	26	19	19	17
DULL	21	14	15	14	16	10
PERCEIVED UTILIZATION OF TALENTS:						
FAIRLY WELL TO PERFECTLY	72	75	74	77	73	82
LITTLE OR NOT AT ALL	28	25	26	23	27	18
PERCEIVED UTILIZATION OF TRAINING:						
FAIRLY WELL TO PERFECTLY	76	84	78	78	70	76
LITTLE OR NOT AT ALL	24	16	22	22	30	24
SENSE OF ACCOMPLISHMENT GAINED FROM WORK:						
SATISFIED	52	66	59	65	61	69
NEUTRAL	22	17	15	14	13	12
DISSATISFIED	26	17	26	21	26	19
REENLISTMENT INTENTIONS:						
YES, OR PROBABLY YES	50	47	57	61	68	69
NO, OR PROBABLY NO	50	51	43	38	10	10
PLAN TO RETIRE	0	2	0	1	22	21

* Comparative sample of 21 logistic career ladders surveyed in 1998.

TABLE 46

COMPARISON OF CURRENT SURVEY AND PREVIOUS SURVEY BY TAFMS GROUPS
(PERCENT MEMBERS RESPONDING)

	1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
	2000 2A0X1B (N=125)	1996 2A0X1B (N=219)	2000 2A0X1B (N=46)	1996 2A0X1B (N=161)	2000 2A0X1B (N=114)	1996 2A0X1B (N=361)
EXPRESSED JOB INTEREST:						
INTERESTING	55	66	59	66	65	74
SO-SO	24	16	26	17	19	14
DULL	21	18	15	17	16	12
PERCEIVED UTILIZATION OF TALENTS:						
FAIRLY WELL TO PERFECTLY	72	78	74	80	73	83
LITTLE OR NOT AT ALL	28	22	26	20	27	17
PERCEIVED UTILIZATION OF TRAINING:						
FAIRLY WELL TO PERFECTLY	76	86	78	83	70	80
LITTLE OR NOT AT ALL	24	14	22	17	30	20
SENSE OF ACCOMPLISHMENT GAINED FROM WORK:						
SATISFIED	52	63	59	73	61	71
NEUTRAL	22	17	15	11	13	11
DISSATISFIED	26	20	26	16	26	18
REENLISTMENT INTENTIONS:						
YES, OR PROBABLY YES	50	68	57	79	68	80
NO, OR PROBABLY NO	50	31	43	20	10	8
PLAN TO RETIRE	0	1	0	1	22	12

TABLE 47

COMPARISON OF JOB SATISFACTION INDICATORS BY AD SPECIALTY JOBS
(PERCENT MEMBERS RESPONDING)

	F-16 Cluster (N=223)	C-17 Avionics Job (N=42)	ANG A-10 Job (N=8)	B-1B/B-2 Avionics Job (N=19)	B-1B R/EW Job (N=39)	C-17 Digital Job (N=6)
EXPRESSED JOB INTEREST:						
INTERESTING	64	69	75	58	69	83
SO-SO	21	14	0	26	26	17
DULL	15	17	25	16	5	0
PERCEIVED UTILIZATION OF TALENTS:						
FAIRLY WELL TO PERFECTLY	71	88	75	74	90	100
LITTLE OR NOT AT ALL	29	12	25	26	10	0
PERCEIVED UTILIZATION OF TRAINING:						
FAIRLY WELL TO PERFECTLY	74	88	62	68	85	100
LITTLE OR NOT AT ALL	26	12	38	32	15	0
SENSE OF ACCOMPLISHMENT GAINED FROM WORK:						
SATISFIED	61	59	50	42	67	67
NEUTRAL	14	24	37	21	15	33
DISSATISFIED	25	17	13	37	18	0
REENLISTMENT INTENTIONS:						
YES, OR PROBABLY YES	74	60	0	74	64	67
NO, OR PROBABLY NO	21	30	0	15	33	33
WILL RETIRE	5	10	0	11	3	0

TABLE 47 (CONTINUED)

COMPARISON OF JOB SATISFACTION INDICATORS BY AD SPECIALTY JOBS
(PERCENT MEMBERS RESPONDING)

	B-1B Digital Job (N=31)	Supervisor Manager Job (N=40	Training Job (N=10)	Supply Job (N=5)
EXPRESSED JOB INTEREST:				
INTERESTING	78	68	100	100
SO-SO	6	17	0	0
DULL	16	15	0	0
PERCEIVED UTILIZATION OF TALENTS:				
FAIRLY WELL TO PERFECTLY	84	70	100	60
LITTLE OR NOT AT ALL	16	30	0	40
PERCEIVED UTILIZATION OF TRAINING:				
FAIRLY WELL TO PERFECTLY	87	67	100	80
LITTLE OR NOT AT ALL	13	33	0	20
SENSE OF ACCOMPLISHMENT GAINED FROM WORK:				
SATISFIED	65	67	100	100
NEUTRAL	19	10	0	0
DISSATISFIED	16	23	0	0
REENLISTMENT INTENTIONS:				
YES, OR PROBABLY YES	55	64	80	100
NO, OR PROBABLY NO	42	13	10	0
WILL RETIRE	3	23	10	0

IMPLICATIONS

This survey was initiated to provide current job and task data for use in evaluating the AFMAN 36-2108 *Specialty Description* and appropriate training documents.

Survey results indicate that the present classification structure, as described in the latest specialty description, accurately portrays the jobs performed by the members of this career ladder.

Training personnel should review career ladder training documents as several STS and POI performance-coded items are not supported by survey data. Training personnel should also review the unmatched task listings and consider possible STS or POI inclusion of those tasks performed by a high percentage of personnel.

Job satisfaction is relatively lower than other Logistics career fields and the previous 2A0X1B survey. As a result, there is a significantly lower intent to reenlist for the current survey when compared to the 1996 survey, with the highest deviation between second enlistment personnel.

APPENDIX A

SELECTED REPRESENTATIVE TASKS PERFORMED BY SPECIALTY JOB GROUPS

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TABLE A1

F-16 CLUSTER

TASKS		PERCENT MEMBERS PERFORMING (N=223)
R1301	Access core automated maintenance system (CAMS) menus and data screens	88
R1306	Clear or close out completed maintenance discrepancies in CAMS	83
R1304	Change CAMS workcenter event narratives	81
A0032	Load and verify OFP into line replaceable units (LRUs)	75
A0054	Perform periodic inspections of test stations	74
A0027	Inspect test equipment	74
A0015	Clean test stations	74
A0050	Perform functional checks of LRUs issued from supply	73
A0013	Clean shop facilities	72
R1302	Analyze CAMS data	72
A0031	Load and verify operational flight programs (OFP) using erasable programmable read only memory (EPROM) programmer verifiers (EPVs)	72
A0039	Operationally check interface test adapters (ITAs)	69
H0889	Confidence test RF test stations	67
A0046	Pack or unpack LRUs for storage, shipment, or climatic conditions	67
H0890	Diagnostic test RF test stations	66
A0035	Maintain tool boxes or consolidated tool kits (CTKs)	66
H0896	Operationally check low-power radio frequencies (LPRFs) or modular low-power radio frequencies (MLPRFs)	65
J0969	Confidence test D/I test stations	64
K0999	Confidence test P/P test stations	64
J0970	Diagnostic test D/I test stations	64
R1308	Conduct CAMS interface with base supply systems	63
P1171	Operationally check dual mode transmitters (DMTs)	51
P1179	Operationally check radar module low-power RFs (MLPRFs)	50
P1165	Confidence test IAIS test stations	48
P1166	Diagnostic test IAIS test stations	48
P1163	Align IAIS test stations	48

TABLE A2

C-17 AVIONICS JOB

TASKS		PERCENT MEMBERS PERFORMING (N=42)
A0050	Perform functional checks of LRUs issued from supply	98
A0051	Perform interface test adapter (ITA) wraparound tests	95
A0022	Fabricate or repair cables	95
A0039	Operationally check interface test adapters (ITAs)	93
A0027	Inspect test equipment	93
A0047	Perform corrosion control on avionics equipment	93
A0015	Clean test stations	93
A0013	Clean shop facilities	90
A0036	Operationally check air data computers (ADCs) or CADCs	90
A0048	Perform electrostatic discharge (ESD) workstation inspections	90
A0065	Remove or replace pins or connectors	90
A0028	Interpret diagrams, such as system, schematic, or fault isolation	86
A0032	Load and verify OFP into line replaceable units (LRUs)	86
A0011	Clean optical surfaces or contacts	86
A0035	Maintain tool boxes or consolidated tool kits (CTKs)	83
A0072	Repair ADCs or CADCs	81
A0016	Clean or lubricate shop support equipment or components	81
A0054	Perform periodic inspections of test stations	81
A0061	Perform TCTO inspections or modifications of LRUs	81
A0046	Pack or unpack LRUs for storage, shipment, or climatic conditions	79
A0081	Repair ITAs	79
A0044	Operationally check radar antennas	79
A0104	Troubleshoot ADCs or CADCs	79
A0071	Remove or replace test station tester replaceable units (TRUs)	76
A0109	Troubleshoot ITAs	74
A0103	Solder or desolder test station components	74
A0098	Research technical orders (TOs)	74
C0267	Confidence test DAV test stations	71
C0268	Diagnostic test DAV test stations	71

TABLE A3

AIR GUARD A-10 AVIONICS JOB

TASKS		PERCENT MEMBERS PERFORMING (N=8)
L1035	Confidence test IATSs	100
A0038	Operationally check IMUs or INUs	100
R1301	Access core automated maintenance system (CAMS) menus and data screens	100
A0054	Perform periodic inspections of test stations	100
A0037	Operationally check control display units (CDUs)	100
A0050	Perform functional checks of LRUs issued from supply	100
L1056	Use MATE operating systems (MOSs)	100
A0001	Adjust central air data computer (CADC) shop replaceable units (SRUs)	100
L1037	Internally self-test IATSs	100
A0039	Operationally check interface test adapters (ITAs)	100
A0013	Clean shop facilities	100
L1034	Calibrate IATSs	100
A0036	Operationally check air data computers (ADCs) or CADCs	100
A0047	Perform corrosion control on avionics equipment	100
A0051	Perform interface test adapter (ITA) wraparound tests	100
A0022	Fabricate or repair cables	100
A0108	Troubleshoot IMUs or INUs	100
A0030	Load test programs on discs	88
A0015	Clean test stations	88
R1302	Analyze CAMS data	88
R1306	Clear or close out completed maintenance discrepancies in CAMS	88
F0647	Operationally check INUs	88
R1305	Change equipment maintenance schedules in CAMS	88
R1303	Change CAMS performing workcenter codes	88
A0010	Calibrate test equipment	88
R1304	Change CAMS workcenter event narratives	88
A0027	Inspect test equipment	75
A0096	Repair test stations	75
T1406	Don or doff chemical warfare personal protective clothing	75
A0004	Align inertial navigation unit (INU) pedestals	63

TABLE A4

B-1B/B-2 AVIONICS JOB

TASKS		PERCENT MEMBERS PERFORMING (N=19)
R1301	Access core automated maintenance system (CAMS) menus and data screens	100
R1304	Change CAMS workcenter event narratives	100
R1302	Analyze CAMS data	100
A0051	Perform interface test adapter (ITA) wraparound tests	95
A0096	Repair test stations	95
R1306	Clear or close out completed maintenance discrepancies in CAMS	95
A0070	Remove or replace test station SRUs	95
A0047	Perform corrosion control on avionics equipment	95
A0069	Remove or replace test station minor hardware	95
A0071	Remove or replace test station tester replaceable units (TRUs)	95
A0050	Perform functional checks of LRUs issued from supply	89
A0054	Perform periodic inspections of test stations	89
A0027	Inspect test equipment	89
R1305	Change equipment maintenance schedules in CAMS	89
R1315	Defer equipment maintenance records in CAMS	89
R1313	Correct CAMS job standard narratives	89
A0010	Calibrate test equipment	89
A0039	Operationally check interface test adapters (ITAs)	84
A0013	Clean shop facilities	84
R1312	Correct CAMS errors noted during daily verification process	84
R1303	Change CAMS performing workcenter codes	84
A0015	Clean test stations	79
R1308	Conduct CAMS interface with base supply systems	79
Q1262	Perform OA/FI tests	58
Q1257	Perform daily inspections of FACTS	58
Q1259	Perform FACTS confidence tests	58
Q1216	Operationally check actuator remote terminals (ARTs)	58
Q1253	Perform 7-day inspections of FACTS	58
Q1260	Perform FACTS self-test wraparounds	58
Q1258	Perform FACTS BIT tests	53

TABLE A5

B-1B RADAR/EW JOB

TASKS		PERCENT MEMBERS PERFORMING (N=39)
D0453	Diagnostic test R/EW test stations	100
D0543	Troubleshoot R/EW test stations	97
D0448	Align R/EW test stations	97
D0451	Confidence test R/EW test stations	97
D0541	Troubleshoot R/EW test station SRUs	92
D0542	Troubleshoot R/EW test station TRUs	92
D0447	Adjust radar/electronic warfare (R/EW) test stations	90
R1301	Access core automated maintenance system (CAMS) menus and data screens	79
R1306	Clear or close out completed maintenance discrepancies in CAMS	79
D0522	Troubleshoot band 6 RF sources	72
D0504	Repair frequency channelizers	69
D0461	Operationally check band 6 RF sources	69
D0532	Troubleshoot band 8 repeater RF sources	69
D0503	Repair bands 4-8 receivers	69
D0471	Operationally check band 8 repeater RF sources	67
D0500	Repair band 8 repeater RF sources	67
D0490	Repair band 6 RF sources	67
D0529	Troubleshoot band 7 transmitters	64
D0501	Repair band 8 transmitter-drivers	64
D0533	Troubleshoot band 8 transmitter-drivers	64
D0521	Troubleshoot band 6 drivers	64
D0527	Troubleshoot band 7 drivers	64
D0467	Operationally check band 7 repeater RF sources	64
D0495	Repair band 7 drivers	64
D0481	Operationally check tail warning function (TWF) receiver-processors	64
D0491	Repair band 6 transmitters	62
D0523	Troubleshoot band 6 transmitters	62
D0472	Operationally check band 8 transmitter-drivers	62
D0468	Operationally check band 7 transmitters	62
D0496	Repair band 7 repeater RF sources	62
D0497	Repair band 7 transmitters	56

TABLE A6

C-17 DIGITAL AVIONICS JOB

TASKS		PERCENT MEMBERS PERFORMING (N=6)
C0308	Operationally check multifunction display (MFD) indicators	100
C0428	Troubleshoot MFD indicators	100
C0407	Troubleshoot digital computers	100
C0319	Operationally check signal data converters	100
C0405	Troubleshoot DAV test stations	100
C0267	Confidence test DAV test stations	100
C0268	Diagnostic test DAV test stations	100
C0264	Adjust digital analog video (DAV) test stations	100
C0265	Align DAV test stations	100
C0286	Operationally check digital computers	83
C0367	Repair MFD indicators	83
C0320	Operationally check spoiler controllers	83
C0406	Troubleshoot DAV video/pneumatic modules	83
C0442	Troubleshoot spoiler controllers	83
C0441	Troubleshoot signal data converters	83
C0404	Troubleshoot DAV test station TRUs	83
C0380	Repair spoiler controllers	67
C0347	Repair digital computers	67
C0275	Operationally check avionics computer controls (ACCs)	67
C0379	Repair signal data converters	67
C0295	Operationally check engine fuel flow indicators	67
C0421	Troubleshoot flap/slat controllers	67
C0309	Operationally check oil pressure and quantity indicators	67
C0403	Troubleshoot DAV test station SRUs	67
F0696	Repair UHF RTs	67
F0571	Align ultrahigh frequency (UHF) RTs	67
C0322	Operationally check total fuel rate indicators	67
W1514	Maintain TO libraries	50
C0430	Troubleshoot oil pressure and quantity indicators	50
C0274	Operationally check automatic flight control system (AFCS)/trim controllers	50
F0612	Bench check VHF AM/FM RTs	50

TABLE A7

B-1B DIGITAL AVIONICS JOB

TASKS		PERCENT MEMBERS PERFORMING (N=31)
B0236	Troubleshoot DIG test stations	94
B0132	Diagnostic test DIG test stations	94
B0130	Confidence test DIG test stations	94
B0127	Align DIG test stations	94
R1301	Access core automated maintenance system (CAMS) menus and data screens	90
B0196	Repair FCGMS intermediate devices	90
B0152	Operationally check FCGMS intermediate devices	90
B0149	Operationally check engine instrument signal conditioners	90
B0241	Troubleshoot FCGMS intermediate devices	90
R1306	Clear or close out completed maintenance discrepancies in CAMS	90
B0141	Operationally check CITS control and display (CCD) panels	90
B0235	Troubleshoot DIG test station TRUs	90
B0158	Operationally check integrated keyboards (IKBs)	90
B0160	Operationally check jammer logic Bs (JLBs)	87
B0159	Operationally check jammer logic As (JLAs)	87
B0248	Troubleshoot JLAs	87
B0203	Repair JLAs	87
B0204	Repair JLBs	87
B0249	Troubleshoot JLBs	87
B0234	Troubleshoot DIG test station SRUs	87
B0201	Repair IKBs	84
B0246	Troubleshoot IKBs	84
B0238	Troubleshoot engine instrument signal conditioners	81
R1308	Conduct CAMS interface with base supply systems	77
B0244	Troubleshoot hinge moment limiter controllers	77
B0228	Troubleshoot CITS CCD panels	77
R1302	Analyze CAMS data	74
A0096	Repair test stations	68
A0051	Perform interface test adapter (ITA) wraparound tests	68
E0563	Troubleshoot PCAs	68

TABLE A8

SUPERVISOR/MANAGER JOB

TASKS		PERCENT MEMBERS PERFORMING (N=40)
U1467	Inspect personnel for compliance with military standards	98
U1441	Conduct supervisory performance feedback sessions	98
U1480	Write recommendations for awards or decorations	95
U1461	Evaluate personnel for compliance with performance standards	93
U1446	Determine or establish work assignments or priorities	93
U1462	Evaluate personnel for promotion, demotion, reclassification, or special awards	93
U1439	Conduct self-inspections or self-assessments	93
U1444	Counsel subordinates concerning personal matters	90
U1452	Develop or establish work schedules	90
U1479	Write or indorse military performance reports	88
U1438	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	88
U1442	Conduct safety inspections of equipment or facilities	88
U1466	Initiate actions required due to substandard performance of personnel	88
U1468	Interpret policies, directives, or procedures for subordinates	85
U1451	Develop or establish work methods or procedures	85
U1457	Establish performance standards for subordinates	83
U1436	Assign personnel to work areas or duty positions	80
U1460	Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) program	80
U1474	Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	80
U1445	Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	78
U1464	Implement safety or security programs	78
U1463	Evaluate maintenance or utilization of equipment, tools, parts, supplies, or workspace	70

TABLE A9

TRAINING JOB

TASKS		PERCENT MEMBERS PERFORMING (N=10)
V1485	Conduct formal course classroom training	100
V1495	Evaluate progress of trainees	90
V1484	Complete student entry, update, or withdrawal forms	90
V1491	Develop or procure training materials or aids	90
V1486	Counsel trainees on training progress	90
V1482	Administer or score tests	90
V1498	Personalize lesson plans	80
V1497	Maintain training records or files	80
V1490	Develop written tests	80
V1496	Inspect training materials or aids for operation or suitability	70
V1489	Develop training programs, plans, or procedures	70
U1467	Inspect personnel for compliance with military standards	60
V1488	Develop formal course curricula, plans of instruction (POIs), or specialty training standards (STSs)	60
V1492	Establish or maintain study reference files	50
V1483	Brief personnel concerning training programs of matters	50
U1439	Conduct self-inspections or self-assessments	50
U1461	Evaluate personnel for compliance with performance standards	40
U1468	Interpret policies, directives, or procedures for subordinates	40
U1444	Counsel subordinates concerning personal matters	40
U1466	Initiate actions required due to substandard performance of personnel	40
U1446	Determine or establish work assignments or priorities	30
U1462	Evaluate personnel for promotion, demotion, reclassification, or special awards	30
W1514	Maintain TO libraries	20
W1504	Establish or maintain automated technical order management system (ATOMS) accounts	20

TABLE A10

SUPPLY JOB

TASKS		PERCENT MEMBERS PERFORMING (N=5)
X1525	Inventory equipment, tools, parts, or supplies	100
X1526	Issue or log turn-ins of equipment, tools, parts, or supplies	80
X1529	Pick up, deliver, or store equipment, tools, parts, or supplies	80
X1524	Initiate requisitions for equipment, tools, parts, or supplies	80
X1523	Identify and report equipment or supply problems	80
X1522	Evaluate serviceability of equipment, tools, parts, or supplies	60
W1514	Maintain TO libraries	60
W1518	Review TO changes	60
W1504	Establish or maintain automated technical order management system (ATOMS) accounts	40
X1527	Maintain documentation on items requiring periodic inspections or calibrations	40
W1515	Maintain or update status indicators, such as boards, graphs, or charts	40
W1501	Compile data for records, reports, logs, or trend analyses	20
X1528	Maintain organizational equipment or supply records	20
W1511	Maintain administrative files	20
T1420	Perform chemical warfare agent decontamination procedures	20
T1418	Perform camouflage procedures	20
T1406	Don or doff chemical warfare personal protective clothing	20
T1393	Brief deploying personnel	20
T1411	Inventory or maintain personal clothing and equipment for deployment	20
T1413	Maintain disaster preparedness checklists	20
T1392	Assign personnel to mobility or contingency positions	20
X1520	Coordinate maintenance of equipment with appropriate agencies	20